

MINUTES
REGULAR MEETING OF THE BOARD OF DIRECTORS

Meeting Date: Thursday, March 25, 2021

Meeting Time: 4:00 PM

Location: 21021 E. Homestead Drive, Red Rock, AZ 85145

RECORDING ON

1. CALL TO ORDER

Chairman Castaneda called the meeting to order at 4:00 PM.

2. PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA

3. ROLL CALL AND CONFIRMATION OF A QUORUM

Board Members in Attendance

Chairman Castaneda
Vice-Chairman Bauer
Clerk Neilson
Director Armendarez
Director Haffner

Staff Members in Attendance

Chief Delfs
Assistant Chief Klein
Lorrie Palmquist, by phone

Others in Attendance

Counsel Wencker, by phone

4. RECOGNITION OF PERSONNEL

Presentation of 10 Year and 15 Year Pins to Engineer Marc Albrecht
Firefighter Albrecht received his pins from Chief Delfs earlier in the day.

5. CALL TO THE PUBLIC NONE

6. ANNOUNCEMENTS, CURRENT EVENTS & CORRESPONDENCE

AFDA notified us today that the January 2022 Conference will be held January 20-21 at Casino Del Sol in Tucson. Mandatory training classes for Board members will also be held in several cities throughout the State, as well as being available for independent study at a accost of \$150.

7. REVIEW, DISCUSSION AND POSSIBLE ACTION REGARDING THE FOLLOWING ITEMS FOR CONSENT:

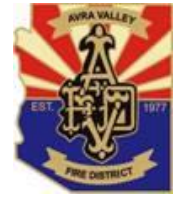
Minutes from the regular meeting held February 25, 2021

Vice Chairman Bauer motioned to approve the Consent Agenda. Director Haffner seconded.

Motion carried unanimously, 5:0.

8. CHIEF'S REPORT

The Fire Chief may update the Board on items of interest relating to but not limited to the following: fire suppression, EMS and wildland services, response times, vehicles, facilities, labor relations, personnel, finance, grants, communications and/or training. Alternatively, the Fire Chief may provide written comments in the Board member's packets or by email. The Board members may ask clarifying questions and they may direct the Chief to place items on future agendas for further discussion or action.



The Chief highlighted the following items from his report:

During the fiscal year, we have had several terminations and several new hires. We are currently in a hiring process to bring on 4 additional personnel.

Our wildland invoices have been paid in a timely fashion, with only 2 invoices still outstanding. The State is looking at implementing a new wildland billing rate system.

Avra Valley Fire has been fortunate to have so many spots for technical rescue training classes. In fact, historically we have sent more personnel per capita than any other District in the State.

A brief preview of the Preliminary FY22 Budget which will be presented at the next meeting:

Audit cost will go up significantly due to the required Federal A133 audit and the recent legislation which will probably require a full CAFR.

CIGNA rates will go up next fiscal year, with an *average* increase reported at 12%

Newly hired employees will require turnouts, extra training, physicals, etc.

Per the recent Pima Fire Chief's wage study, we hope to give a 2.5% increase on July 1

We will begin to see a small recovery in our tax levies due to increased assessed values.

Also, current legislation may allow us to maintain our \$3.50 tax rate permanently.

We will not be receiving an increase for our ambulance billing rate.

Evolve Tactical closed their doors last week. We have a proposal from Sunbelt Medical, and we have spoken with another vendor for which we have no proposal yet.

9. REVIEW, DISCUSSION AND POSSIBLE ACTION TO APPROVE THE FEBRUARY 2021 FINANCIAL REPORTS AND AUTHORIZE THE CHAIRMAN AND CLERK TO SIGN THE CERTIFICATE OF REVIEW

Vice-Chairman Bauer motioned to approve the February 2021 financial reports and authorize the Chairman and clerk to sign the *Certificate of Review*. Director Armendarez seconded.

Motion carried unanimously, 5:0.

10. REVIEW, DISCUSSION AND POSSIBLE ACTION TO APPROVE POLICY 4-09: WORKER'S COMPENSATION

Chief Delfs addressed the Board discussing the proposed change in policies which would allow a change in the amount of time an employee can be off work. Chief Delfs stated that when an employee must be off work or on light duty, the District will begin evaluating the situation on day 1, and after a 6-month period off work, the employee would be terminated. There is a caveat included that if the employee obtains an independent medical exam confirming that the employee will be able to return to work, the policy would allow for the time off to be extended by an additional 6 months. Chief Delfs stated that he consulted several other districts regarding their similar policies. Counsel Wencker addressed the Board describing that in general, FMLA is available by Federal law. However, nothing prevents the District from limiting the amount of time paid to someone who is off duty or on light duty.

After a brief discussion ensued, Clerk Neilson motioned to approve Policy 4-09: Workers Compensation. Vice-Chairman Bauer seconded. *Motion carried unanimously, 5:0.*

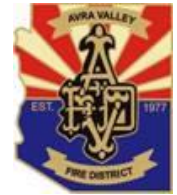
11. REVIEW, DISCUSSION AND POSSIBLE ACTION TO APPROVE POLICY 4-11: FAMILY MEDICAL LEAVE ACT – FMLA

Chief Delfs addressed the Board explaining that in this policy there is an additional caveat stating that benefits will be provided during FMLA leave, but will end when FMLA benefits are exhausted.

Vice-Chairman Bauer motioned to approve Policy 4-11: Family Medical Leave Act – FMLA. Clerk Neilson seconded. *Motion carried unanimously, 5:0.*



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 www.avfire.org



12. REPORTS OF BOARD MEMBERS AND STAFF

13. FUTURE AGENDA ITEMS

(The Board may not discuss or take any action on topics presented for future agendas.)

Consideration of items related to and possible adoption of the FY22 Budget

14. DATE OF NEXT BOARD MEETING

The date of the next Board meeting is April 22, 2021

15. ADJOURNMENT

Vice-Chairman Bauer motioned to adjourn the meeting. Director Haffner seconded.

Motion carried unanimously, 5:0. Meeting adjourned at 4:42 PM.

RECORDING OFF

LUIS CASTANEDA

4-22-21

SIGNED

DATE

BOARD MEMBERS

LUIS CASTANEDA, JR. SARA BAUER THOMAS ARMENDAREZ ERIC NEILSON JAMES HAFFNER

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