



TUBAC FIRE DISTRICT

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TUBAC FIRE DISTRICT BOARD MEETING MINUTES REGULAR MEETING OF THE BOARD OF DIRECTORS October 19, 2022

1. Call to order and Pledge of Allegiance: The meeting was called to order at 1:30 p.m., by Mary Dahl. The Pledge of Allegiance was recited.
2. Roll call of Board Members: Herb Wisdom and Mary Dahl were present at Station #2. Bill Kirkpatrick attended via Zoom. Mike Connelly and Pete Benequista were absent. Also, in attendance at Station #2 were Chief Horvath, Deputy Chief Rivera, Captain John Conger, and Nancy Lindsey. Gabe Buldra, Sara Simonton, and Brenda Tranchina attended via Zoom. Members of the public in attendance were Ron & Kathi Campana, Don Robidoux, and Mike Pettypool.
3. New employee badge pinning: None
4. Report from Board Members: Herb Wisdom reported that it is rumored that the Rio Rico area is projected to have a substantial increase in home and property sales.
5. Reading of public comments submitted via email: None
6. Call to the public: None
7. Correspondence: None
8. Chair's Report: None
9. Chief and Staff Report: Captain Joh Conger and Deputy Chiefs Genaro Rivera provided the following to the Board:
 - An overview of the monthly staff report
 - Staff training
 - Wildland update
 - Administration update
10. Monthly Financial Report for September 2022: Gabe Buldra presented the financial reports for the month of September 2022.
11. Consent Agenda: Herb Wisdom made a motion to approve the consent agenda and Bill Kirkpatrick seconded the motion; all were in favor, the motion passed.
12. Discussion and information only regarding an update to the TFD pay scale: Chief Horvath provided an overview of the current and proposed options to increase staff wages to be comparable to the neighboring fire districts to help attract new firefighters and retain current staff. Beginning in January 2023, the TFD starting wage for firefighter will be \$.10 less than the state minimum wage of \$13.85. The new pay plan to be implemented January 1, 2023,

will set the minimum firefighter hourly wage at \$14.37, a 4.5% increase from the current pay plan. The starting firefighter hourly rate will increase to \$15 starting July 1, 2023, an overall increase from the current starting wage of 9%. This increase represents both a market adjustment and a Cost-of-Living Adjustment (COLA). Chief Horvath concluded that consult with our finance team determined that the pay plan is sustainable and that no action is being requested at this time.

13. Discussion and possible action on personnel regarding employment status. The Board might convene into Executive Session regarding this item as allowed by A.R.S. § 38-431.03(A)(1) (allowing an executive session for the purpose of “discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a . . . employee”) and A.R.S. § 38-431.03(A)(3) (allowing an executive session for the purpose of “discussion or consultation for legal advice with the attorney or attorneys of the public body.”): Herb Wisdom made a motion to table the item and Bill Kirkpatrick seconded the motion; all were in favor, the motion passed.

14. Future Agenda Items:
 - Upgraded pay scale
 - Potential recommendation for staff vehicle replacements

15. Next meeting: November 30, 2022

16. Adjourn meeting: Bill Kirkpatrick made a motion to adjourn the meeting at 2:15 and Herb Wisdom seconded the motion; all were in favor, the motion passed.