



**Superstition Fire & Medical District**  
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**Governing Board Meeting Minutes**  
**April 16, 2014**

PURSUANT TO A.R.S. §38.431.02, NOTICE IS HEREBY GIVEN TO THE GENERAL PUBLIC THAT THE SUPERSTITION FIRE AND MEDICAL DISTRICT GOVERNING BOARD OF DIRECTORS HELD A MEETING ON WEDNESDAY, APRIL 16, 2014. THE MEETING WAS HELD AT THE SUPERSTITION FIRE AND MEDICAL DISTRICT'S ADMINISTRATION OFFICE, 565 N. IDAHO ROAD, APACHE JUNCTION, ARIZONA. THIS MEETING WAS OPEN TO THE GENERAL PUBLIC AND BEGAN AT 5:30 P.M.

- A. Board Chairman Todd House called the meeting to order at 5:30 pm.
- B. The Pledge of Allegiance was led by Board Chairman House.
- C. Roll Call showed Board Chairman Todd House, Board Clerk Linda Shank, Director Barbara Cobb, Director Jeff Cross, and Director Charlie Fox as present.

Senior Leadership in attendance: Fire Chief Paul Bourgeois, Assistant Chief David Montgomery, Assistant Chief Mike Farber, Assistant Chief Jerome Schirmer and Finance Manager Roger Wood; Board Secretary Rachel Krause was also present for the meeting. Legal Counsel Donna Aversa was absent.

- 1. *Review and approval of the March 2014 financial reports and bank reconciliations. (BOD #2014-04-01)*

Motion by Director Cobb to approve the March 2014 financial reports and bank reconciliations. Seconded by Director Fox. Vote 5 ayes, 0 nays. Motion passed.

- 2. *Recognition of employee performance and/or achievements. (BOD #2014-04-02)*

Chairman House and Chief Bourgeois presented service awards to Fire Engineer/Paramedic Mitch McCollough, 15 years; Fire Inspector/Public Education Coordinator Tina Gerola, 10 years; and Executive Administrative Assistant Jasmin Jones, 10 years.

Chairman House read the list of service anniversaries for April: Firefighter/Medic Mark Gomez, 21 years.

Fire Chief Cecil Fendley of Queen Valley Fire Department presented certificates of appreciation to: Fire Chief Paul Bourgeois and Assistant Chief Mike Farber for their continued support; and for their assistance in providing a Firefighter I/II class recently, Fire Engineer/Medic Mark Blackstone, Fire Captain/Medic Amy Brooks, and Multi-media Production Specialist Dan

McKinney. Chief Fendley also thanked Fire Engineer John Christensen, Captain Jack Hafer, Firefighter/Medic Steve Gereg, Firefighter/Medic Lance Frawley, Captain/Medic Carlos Rivera, Firefighter/Medic Matt Perez, Firefighter Dan Elliott, and Firefighter Chris Furgeson for their assistance. The District has been instrumental in the success of QVFD.

Firefighter Matt Dold and SFMD Explorers Matt Paul, Stephen Stacy, and Mark Armenta (not in attendance: Nathan Bourgeois) presented the Board with trophies they won recently at the 1<sup>st</sup> Annual Chandler Explorer Muster. Our Explorers won first place in: Obstacle Course, Hose Deployment, K-12 Saw use, and a Wall Breach exercise. The Explorer's were also recognized by the Lost Dutchman Marathon Committee with a \$1,000 donation for their service during that event.

Assistant Chief Dave Montgomery presented the Board with a plaque from the Lost Dutchman Marathon, for recognition as a Premier Sponsor.

3. *Call to the Public.* None
4. *Consideration and possible approval of all consent agenda items as listed below:*  
(BOD #2014-04-03)
  - a. *Board Meeting Minutes from March 19, 2014.*
  - b. *Payment Application #3 from CORE Construction for building construction services.*

Motion by Director Cross to approve the consent agenda items for April 16, 2014. Seconded by Clerk Shank. Vote 5 ayes, 0 nays. Motion passed.

5. *Discussion and possible approval to change the 457(b) Deferred Compensation fund provider for the District. (BOD #2014-04-04)*

Chief Bourgeois stated that Labor/Management has been working on changing providers. The District hired a consultant, Chuck Sklader of Self Directed Brokerage Specialists to analyze our plan.

Finance Manager Roger Wood shared that the major criteria used in the analysis included, expense factor and administrative fees, mutual fund performance, and education and on-site services. In addition, Nationwide Retirement Solutions offers an interest bearing account, an S&P 500 index fund, and a self-directed brokerage option through Schwab.

Mr. Sklader briefly described his process and findings to the Board. He found significant lapses in our profile with Security Benefits, including: high expenses, less account diversity, no fixed interest account, and no S&P 500 funds. Nationwide has a product that would be the best for the SFMD group at this time. Nationwide will also provide education to participants and decision makers. They have a local rep who also works with the City of Apache Junction.

Mr. Wood stated a Deferred Compensation Committee had been formed, consisting of Chairman Lance Frawley, Craig Halver, John Suniga, Rachel Krause, and himself. The committee unanimously accepted Mr. Sklader's recommendations. He also added that this will be a three to four month process.

Motion by Clerk Shank to approve replacing Security Benefit with Nationwide Retirement Solutions as the District's deferred compensation fund provider, and to retain Galloway Asset Management and Chuck Sklader of Self Directed Brokerage Specialists as advisors for the plan participants and the Governing Board. Seconded by Director Cross. Vote 5 ayes, 0 nays. Motion passed.

6. *Discussion and possible approval to spend donated monies received this Fiscal Year. (BOD #2014-04-05)*

Chief Bourgeois stated that the District regularly received donations, and they are added to our revenue. Two recent donors have specified where they would like their donations spent. Sunrise RV Church donated \$1,000 for use by Station 263. Mr. and Mrs. Ramacher donated \$5,000 for use by the TRT team.

Motion by Director Cobb to approve the use of the Sunrise RV Church and Ramacher donations according to the wishes of the donors within the current fiscal year, with the amount spent not to exceed the donated monies. Seconded by Director Fox. Vote 5 ayes, 0 nays. Motion passed.

7. *Discussion and possible approval of a Tentative Budget and determination of the Tax Rate for Fiscal Year 2014/2015. (BOD #2014-04-06)*

Chief Bourgeois stated that the District has a unique wage and benefit package, and it is hard to compare it with our market. SLT is recommending changes to employees' entire benefit package to make it consistent with the market.

Finance Manager Roger Wood shared a Powerpoint, and broke down the changes to wages and benefits, the reasons for the necessary changes, and the associated costs.

- Market Adjustment for suppression employees, estimated cost FY14/15: \$398,813
- Paramedic Incentive from \$5,600 to \$6,500, estimated cost FY14/15: \$48,510
- Changes to both sick and vacation accruals, caps and payouts for all employees.
- Changes to Holiday pay policy, resume paying 56-hour employees who work the Holiday addition half-time for those 24 hours.
- Assistant Chief Succession Planning, and through the ranks from Battalion Chief, to Captain, Engineer, and Firefighter. Estimated cost FY14/15: \$59,722.
- Total Operations Budget increase of \$18,734. Cuts were made to budget items, including: overtime, diesel fuel, tuition reimbursement, short term disability, temporary staffing, CPA/financial consulting, legal services and additional miscellaneous items, total savings: \$304,664. Major additions include: Training Center operations, new hire supplies, enhanced phone/internet services, technology and mobile communications maintenance, paramedic and safety/loss training.
- Mr. Wood also discussed multi-year modeling to ensure funding for these changes, including impact from Proposition 117, changes to tax rate, and a Line of Credit through Pinal County at Wells Fargo bank. Mr. Wood did research this item extensively, referencing A.R.S. §11-604.01.
- Mr. Wood provided totals for different tax rates and funding for Capital Reserves and Contingency accounts.

Assistant Chief Montgomery shared an updated Capital Replacement Plan, discussed that Building and Equipment and Replacement of Aerial Apparatus has been removed.

There was discussion between the Board and staff; Chief Bourgeois stated at the tax rate of \$3.05 the discussed initiatives would be funded, at \$3.19 funds would be put into savings for future capital expenses.

Motion by Director Fox to approve the tax rate of \$3.05, and the \$0.22 special assessment rate related to the 2006 GADA Bond, for development of the Tentative Budget for Fiscal Year 2014/2015. Seconded by Chairman House. Vote 5 ayes, 0 nays. Motion passed.

8. *Chief's Report (BOD# 2014-04-07)*

- Chief Bourgeois will be absent from the May Board meeting; he will be in South Carolina for the Bagger's Conference.
- Chandler Regional Medical Center is now a Level 1 Trauma Center.
- Division Chief Rob Bessee, ALS Training Firefighter Mark Gomez, and Multi-media Production Specialist Dan McKinney have all moved to our Regional Training Facility.
- April Pool's Day will be on Saturday, April 26, 2014.
- SFMD was well represented at the recent Desert EMS & Fire Expo, held at Cardinal's stadium; our Ladder 263 was there, and was used to display the crossed ladders and flag.
- Lost Dutchman Marathon donated \$1,000 to the District.

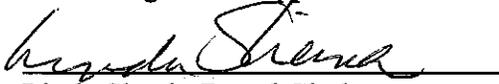
9. *Announcements (BOD# 2014-03-n/a)*

Chief Bourgeois shared an email he received from CAC, from their accreditation peer assessor, "if I could bring one thing back it would be your fire department [SFMD], you are very lucky to have them".

10. *Adjourn (BOD# 2014-04-08)*

Motion by Director Cross at 7:26 pm to adjourn the meeting. Seconded by Director Fox. Vote 5 ayes, 0 nays. Motion passed.

Governing Board Approval:

  
Linda Shank, Board Clerk

*Rachel Krause*