



Superstition Fire & Medical District

Phone (480) 982-4440 ~ www.sfmd.az.gov

Administration Office
565 North Idaho Road
Apache Junction, AZ 85119
Fax (480) 982-0183

Regional Training Center
3700 East 16th Avenue
Apache Junction, AZ 85119
Fax (480) 982-3268

Fleet & Facilities Services
1455 East 18th Avenue
Apache Junction, AZ 85119
Fax (480) 983-7443



Governing Board Meeting Minutes September 20, 2017

PURSUANT TO A.R.S. §38.431.02, NOTICE IS HEREBY GIVEN TO THE GENERAL PUBLIC THAT THE SUPERSTITION FIRE & MEDICAL DISTRICT GOVERNING BOARD OF DIRECTORS HELD A MEETING ON WEDNESDAY, SEPTEMBER 20, 2017. THE MEETING WAS HELD AT THE SUPERSTITION FIRE & 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 PM.

A. Call to Order

Chairman Cross called the meeting to order at 5:30 PM.

B. Pledge of Allegiance

Pledge of Allegiance was led by Chairman Cross.

C. Roll Call

Chairman Jeff Cross, Clerk Gene Gehrt, Director Todd House, Director Jason Moeller, and Director Larry Strand as present.

Senior Leadership Team in attendance: Interim Fire Chief Mike Farber, Acting Assistant Chief Richard Ochs, Finance Director Roger Wood, and Acting Administrative Director Anna Butel.

Legal Counsel Donna Aversa and Executive Assistant acting as Board Secretary Jasmin Jones were also present for the meeting.

1. Review and approval of August 2017 financial reports and bank reconciliations. (BOD #2017-09-07)

Motion by Director House to approve the August 2017 financial reports and bank reconciliations. **Seconded** by Director Strand.

Vote 5 ayes, 0 nays. **MOTION PASSED.**

2. Recognition of employee performance, achievements, and special recognition for community members. (BOD #2017-09-08) – [Addendum A](#)

Interim Fire Chief Mike Farber introduced newly promoted SFMD members, Captain/Paramedic John Walka and Engineer Bryan Heun – their families were also introduced for the traditional badge pinning ceremony.

Acting Assistant Chief Ochs read the list of September Service Awards (none were present) – Captain/Paramedic Mike Paul (25 years of service), Captain/Paramedic Craig Halver (15 years of service), Engineer/Paramedic Jim Crowley (15 years of service), and Engineer Aaron McDonald (15 years of service).

Chief Ochs read the list of September Anniversaries – Interim Fire Chief Mike Farber (32 years of service), Acting Assistant Chief Richard Ochs (26 years of service), Acting Assistant Chief Richard Mooney (19 years of service), Engineer Kevin 'Shorty' Johnston (19 years of service), Engineer Jose Sepulveda (19 years of service), Firefighter Nat Erickson (19 years of service), Engineer John Taylor (17 years of service), Captain/Paramedic Ruben Briones (12 years of service), Captain/Paramedic Tanner Fox (12 years of service), Engineer Rob

McMinn (12 years of service), Firefighter/Paramedic Randy VandeKrol (12 years of service), Captain/Paramedic Dustin Farber (11 years of service), Firefighter/Paramedic Eric Ellsworth (11 years of service), and Firefighter/Paramedic Ken Simkins (11 years of service).

3. Call to the Public. (BOD #2017-09-n/a)

Charlie Fox (address redacted)

“Mr. Chairman and Board, I was going to say something about the MOU, but I will not. I have done some consulting, and also we have other commitments, so we won’t be able to stay for the full meeting, but I have nothing to say as far as the agenda, thank you.”

4. Consideration and possible approval of all consent agenda items listed below: (BOD #2017-09-09)

- A. Board Meeting Minutes from August 16, 2017
- B. Special Board Meeting Minutes from September 6, 2017
- C. Contract with the PrePlanners, LLC
- D. EMS Standby Agreement – Heritage Days
- E. EMS Standby Agreement – Gold Canyon Arts Festival

Motion by Director Strand to approve consent agenda items for September 20, 2017. **Seconded** by Director Moeller.

Vote 5 ayes, 0 nays. **MOTION PASSED.**

Chairman Cross stated Item 6 would go before Item 5 and Item 7 was pulled from the agenda.

7. Discussion and possible approval of the Medical Emergencies and Rescue Mutual-Aid Agreement between Superstition Fire & Medical District and Rural Metro Fire Department and rate schedule for services. (BOD #2017-09-12)

6. Presentation and update by Dr. Gary Smith regarding the conclusion of the Community Medicine Grant. (BOD #2017-09-11) – [Addendum B](#)

Dr. Gary Smith gave a brief overview of the Community Medicine Grant that Superstition Fire & Medical District participated in from January 2015 through June 2017. Key points discussed were:

Partners

- Mesa Fire & Medical Department
- Queen Creek Fire & Medical
- Superstition Fire & Medical
- AT Still University
- Mountain Vista Medical Center

Model

- Emergency Department Diversion (9-1-1 response)
 - Community Medicine Units
 - Community Behavioral Units
- Transitional Care / Hospital Readmission
- Super-utilizer / 9-1-1 Diversion

Financial Impact

- \$14,074,019 (total cost avoidance)
 - \$4,137,315 total savings (savings minus expenditures)
- 1,686 Medicare patients
 - Cost Avoidance \$1,755/patient. Total \$2,958,684
- 3,525 Medicaid patients
 - Cost avoidance \$1,762 per patient. Total \$6,211,015
- 2,452 commercial insured or self-pay patients
 - Cost avoidance \$2,000/patient. Total \$4,904,320

Challenges / Barriers

- Separate tax identification number needed
- CMS compensates for transports
- Medicaid reimburses for Treat & Refer only
- Organizational support of alternative health care delivery model

Opportunities

- Evaluate alternative health care delivery models
- Enhance behavioral health services through transitional care models
- Engagement with Accountable Care Organizations (ACO)
- Partnerships with health care systems
- Commercial insurance contract for chronic care management
- Hospice services augmentation
- Online medical direction for pre-hospital providers

Dr. Smith fielded questions and comments from the Board:

Chairman Cross

“The only question I would have would be, is the biggest barrier the billable codes to be able to get reimbursed through the personnel in the field?”

Dr. Smith stated there are different staffing models in the fire service, including not staffing transportation services with sworn personnel, which is a cost savings. He went on to explain the different types of obstacles other local municipalities ran into, including not having a separate tax identification number, and not applying to bill through Medicare and Medicaid. Fire Districts, such as the SFMD are different because they are a separate entity from the City and are able to acquire separate tax identification numbers, etc. Dr. Smith stated that this can be cost sustainable, to the point of making a profit. However, the fire service is not in the business to make a profit, just break even.

Clerk Gehrt

“As our medical director, where would you like to see us going?”

Dr. Smith answered the question by stating a lot of it has to do with the labor force and having them accept and engaged with the different models.

5. Discussion and possible approval of FirstRespondersRX 30-Day Pilot Program. (BOD #2017-09-10)

Acting Assistant Chief Richard Ochs introduced this item to the Board stating this pilot program was similar to previous program approved by the Board in March of 2017 (BOD #2017-03-04).

David from FirstRespondersRX addressed the Board stating that the Proof of Concept provided was for a 30-day pilot program. This program much like the previous one, Firefighter Ryan Elowe will shadow his peers and utilize the Medication History application via a stand-alone application, to compare response times and data

using the system versus the time spent collecting medication history and entering the data manually. During this pilot program there is also a savings calculator to help put a finer point on the savings that can be realized by departments through the use of the application.

Motion by Director Strand to approve the 30-day Pilot Program with First RespondersRX that will run from September 15, 2017 through October 15, 2017 and will allow Firefighter Ryan Elowe to utilize the savings calculator to capture data points throughout our District. **Seconded** by Director House.

Vote 5 ayes, 0 nays. **MOTION PASSED.**

8. Update and discussion regarding the Auto-Aid Agreement and system. (BOD #2017-09-13)

Interim Fire Chief Mike Farber gave a brief update to the Board regarding the recent changes and happenings surrounding the Auto-Aid Agreement for valley-wide departments. Chief Farber stated more information would be brought to the Board in future months. He went on to explain, Matt Busby, Assistant City Manager, will be attending a meeting in Chandler with Chief Farber later this month to discuss the Auto-Aid Agreement with other east valley agencies.

9. Discussion and update regarding the most recent JPA/Merger/Consolidation Committee meeting and possible motion regarding the Arizona Fire Medical Authority (AFMA) request. (BOD #2017-09-14) – [Addendum C](#)

Interim Fire Chief Mike Farber stated the committee's discussions have shifted away from Arizona Fire Medical Authority (AFMA), the committee is focusing on researching other agencies. He went on to explain that AFMA sent a letter to the Board requesting a letter to move forward with the intent of our District to join AFMA. Chief Farber stated he did speak to representatives for AFMA explaining the District is exploring several options. The SFMD has provided data to AFMA – with no data in exchange from their Board in return on the benefits of joining.

Chief Farber fielded questions and comments from the Board.

Director Strand, inquired what Chief Farber's recommendation is on the subject. Chief Farber replied by stating that Staff has worked diligently and spent hours providing AFMA information. He went on to say he does not want to spend any more Staff time if we aren't receiving data in return. The District is in a good position and we should move on and look at other opportunities.

Director House

"It seems like the original intent of this board was to look at all possibilities for the future of Superstition Fire & Medical District. All possible ways that we could help improve with purchases or mergers, just to look at the possibility. Unfortunately, the information with AFMA, the way it is leaning right now is, I personally feel that the Superstition Fire & Medical District is getting pressured into getting into some kind of agreement way before we need to do anything like that. We started off with them, it may not have been the best place to start off with. They have done one acquisition, but they are working on others. I think I would like to look at some of the fire districts that have already merged, like years, a couple of years ago. Find out how they did it and what are the repercussions from that merger, if we want to look at just that part of it. We want to explore all possibilities. Look around to see what else is happening, I feel fortunate that I agree with the Chief, we have put in a lot of Staff time a lot of effort into it. It is kind of a one way pipe at this time, we aren't getting a whole lot of information back. I think that we still would explore the possibility, I think that everybody is open to exploring all the tools in the tool box. It seems to me that they are trying to press us, to make a decision that we are not in a position that we have to do here. We are still exploring all sorts of different possibilities. Do we want to get into a general purchasing agreement, so I think that it is kind of rushed if you ask me. I feel like we should just back off a little bit and take a look at some of the other places that have done mergers and see what their response is and what happens with mergers and report back to the Board with that."

Director Moeller

“I feel the same way, I spoke to Chief and Mr. House, there is no need to rush into it and make the decision without any information, they have given us next to nothing, as far as information. So with that I don’t think we should go forward with any letter of intent. We need to hold off until we look into a lot more numbers and talk to other departments and their other department’s board of directors and pick their brains on stuff.”

Clerk Gehrt

“My two cents is that was the intent of the committee in the first place and I think you guys are right on, this was moving too fast. Maybe it is the right answer, but it is way too fast.

Motion by Director House to direct staff to draft a letter addressed to the Arizona Fire Medical Authority (AFMA) stating that the Superstition Fire & Medical District would not be processing their request for extensive information at this time, also stating the JPA/Merger/Consolidation committee is researching alternate avenues regarding JPA’s mergers, and consolidations before any decisions will be made. **Seconded** by Clerk Gehrt.

Vote 5 ayes, 0 nays. **MOTION PASSED.**

10. Discussion, presentation, and possible approval of the 2017/2018 Operational Plan and possible adoption of Resolution 2017-08, formally adopting the 2017/2018 Operational Plan. (BOD #2017-09-15) – [Addendum D](#)

Acting Administrative Director Anna Butel introduced this item to the Board. She stated that the 2017/2018 Operational Plan outlines the initiatives for the next year and is a living document that can be modified throughout the year. She went on to say the service enhancements are aligned with budgeted items and planned expenditures.

Key Points discussed:

Categories of the Plan

- Organizational Development
- Community Health Safety & Survival
- Professional Development
- Employee Safety, Health, and Survival

Layout

- Service Enhancements – the goal or objective
- Strategic Initiatives – the necessary steps
- Desired Outcomes – the success measurement

The Board thanked Staff for all of their hard work on the Operational Plan, they all agreed it is a simple document to read and the tasks are achievable and understandable.

Motion by Director Strand to approve the Fiscal Year 2017/2018 Operational Plan and to adopt Resolution 2017-08 fully adopting the 2017/2018 Operational Report. **Seconded** by Director Moeller.

Vote 5 ayes, 0 nays. **MOTION PASSED.**

11. Discussion and update regarding the pay out of the Public Safety Personnel Retirement System (PSPRS) refund payments related to the Hall case. (BOD #2017-09-16)

Finance Director Roger Wood introduced this item to the Board. He stated that on August 4, 2017 the District paid out the lump sum refunds to the affected sworn employees in the total amount of \$895,391.56 The District started withholding its normal per pay period contributions to PSPRS starting with the July 14th payroll

to recover the lump sum payment amount. The District's remaining balance to recover is \$430,467.97. He went on to say that at the current pace, the total amount of the initial lump sum payments should be recovered as of the November 17th payroll.

12. Discussion regarding Policy 101.03 Smoking and Policy 102.46 Arizona Safe Haven for Newborn Infants brought forth to the Board to be approved at the October 18, 2017 meeting as stated at the August 16, 2017 meeting – BOD #2017-08-11. (BOD #2017-09-17)

Clerk Gehrt reminded the Board that at the August BOD meeting, the Board requested to begin formally approving policies that have already gone through the approval process. The Board agreed to have policies added to the monthly agendas and will have a month to study/research them. These policies will then be put in the next month's agenda for approval. He stated as a for instance, Policy 101.03 and Policy 102.46 will be added to the October 18, 2017 agenda for final approval.

13. Discussion and possible direction to staff regarding Policy 102.16 Earned Leaves and Policy 102.34 Separation of Service, as it pertains to reduction of workforce. (BOD #2017-09-18)

Chairman Cross introduced this item to the Board, he explained he requested this to be added to the agenda so the Board can give direction to Staff to research the market on standard practices for both policies.

14. Discussion and possible approval of a Memorandum of Understanding (MOU) between Superstition Fire & Medical District and Superstition Fire & Medical District Firefighters Chapter of Local 2260 and adoption of Resolution 2017-09. (BOD #2017-09-19) – [Addendum E](#)

Superstition Firefighters Labor VP John Walka presented this item to the Board ([Addendum E](#)).

Summary of items discussed:

- Collaborative effort of Management and Labor
- Duration September 2017 – June 2018
- Covers all Unit Members
- Provides representation for all employees, civilian and sworn
- Affirms and strengthens the Rights of Management
- Affirms Labor and Managements right to Meet and Confer on issues of wages, benefits, and working conditions
- No increase to organizational costs
- No increase/escalators to wages and/or benefits
- Streamlines and creates efficiencies within the Labor/Management process
- Reflects current policy
- Reduction in Workforce and Recall/Re-employment
- Saving Clause
- Re-opens if financial deterioration causes service changes
- In accordance with federal and state statutes
- Clarification and amendments
- Modifications require Board approval
- District shall not be required to meet and confer concerning any matter, whether covered or not covered
- Shall remain in full effect from September 2017 to June 2018, unless an intervening financial crisis should occur.

Mr. Walka fielded questions and comments from the Board and Senior Staff:

Director Strand

“John, Captain John, thank you and Chief Farber for all you have done, it has been on the table a long time. It is nice to see it finally.”

Interim Fire Chief Mike Farber

“I would like to add that this collaborative process took a lot of work for the past six months and a lot of people had come together, and I think that any healthy organization it is essential that there is a labor management relationship and this goes a long way to building our stronger relationship and labor management. So, I have no concerns from a management perspective, it actually gives management a little, it clarifies our rights and that is always nice to see. It clarifies the rights of labor, so there is no ambiguity. I think it is a very good written document, so I have no concerns as an Interim Fire Chief.”

Director House

“If you are having an issue with reduction of work force in the MOU, we couldn’t pass this tonight because we haven’t ironed that out yet, right?”

Mr. Walka clarified that the information regarding civilians and the reduction of workforce was pulled out of the MOU as it stands and it mirrors policy right now. He went on to say the 100% buy out was also pulled out to mirror policy.

Director House

“I know we have been working on this since 2009, for some reference. I was on the Board for a couple of years, when that happened, so it has been a while and it is way past due coming. I agree with a standing MOU at the fire district, that will be an attraction for new employees to come our direction because that standing is a very important issue with labor, it is a very important issue with management. So, I haven’t got to the place that it made a big difference with employment, we aren’t at that point.”

Motion by Chairman Cross to approve the Memorandum of Understanding between Superstition Fire & Medical District and Superstition Fire Medical Firefighters Chapter Local 2260, to approve Resolution 2017-09 to go into effect September 20, 2017 through June 30, 2018. **Seconded** by Director House.

Vote 5 ayes, 0 nays. **MOTION PASSED.**

15. Executive Session for Legal Advice. The Board may vote to go into executive session pursuant to ARS §38-431.03(A)(3) for discussion or consultation for legal advice with an attorney for the District as related to a personnel matter that was handled by Acting Assistant Chief Richard Ochs as Interim Fire Chief Mike Farber removed himself from the chain-of-command on this matter. (BOD #2017-09-20)

17. Executive Session for Legal Advice. The Board may vote to go into executive session pursuant to ARS §38-431.03(A)(3) for discussion or consultation for legal advice with an attorney for the District as related to FLSA and the District’s exempt employees. (BOD #2017-09-22)

Motion by Director House to go into Executive Session at 6:50 PM pursuant to ARS §38-431.03(A)(3) for discussion or consultation for legal advice with an attorney for the District as related to a personnel matter that was handled by Acting Assistant Chief Richard Ochs as Interim Fire Chief Mike Farber removed himself from the chain-of-command and for legal advice with an attorney for the District as related to FLSA and the District’s exempt employees. **Seconded** by both Director Moeller and Clerk Gehrt.

Vote 4 ayes (Cross, Gehrt, House, Moeller), 1 nay (Strand). **MOTION PASSED.**

****Regular Session back in session at 7:20 PM. Chairman Cross reminded everyone that all items discussed during Executive Session are confidential during and up to regular session.****

16. Review, discussion, and possible action regarding Acting Assistant Chief Ochs' handling of a personnel matter. (BOD #2017-09-21)

Legal Counsel Donna Aversa stated that all that needs to be done with this item is administrative follow up and does not require any Board action.

18. Review, discussion, and possible action regarding FLSA and the District's exempt employees. (BOD #2017-09-23)

Legal Counsel Donna Aversa stated this matter was brought forward via a complaint questioning if the District's Battalion Chiefs are properly classified as exempt employees under FLSA. The District did its due diligence hiring an outside investigator, fairly factual and provided legal background and research. The District is a professional, paid department and does 'stack-up' with departments and districts with similar size, classifying Battalion Chiefs correctly – as exempt employees. Between the case law, the Department of Labor, and have reached out to the City of Mesa for additional clarification.

Motion by Clerk Gehrt to confirm that the SFMD Battalion Chiefs are and remain exempt employees under FLSA. **Seconded** by Director House.

Vote 5 ayes, 0 nays. **MOTION PASSED.**

19. Future agenda items brought forth by the Board. (BOD #2017-09-24)

N/A

20. Reports (BOD #2017-09-25) – [Addendum F](#)

Interim Fire Chief

- Captain Doug Taylor's Retirement Celebration
- Mayor's Breakfast – September 6, 2017
- Apache Junction Town Hall
- Special Board Meeting – September 27, 2017
- Behavioral Intelligence Class – September 28, 2017

Operations

- Wildland Update
 - Wesfir, OR – August 12th – August 30th.
 - Bryan Heun
 - Jeremy Rocha
 - Mike Wolfe
 - Ryan Philips
 - Baker City, OR – August 23rd – September 9th
 - Dustin Farber
 - Mark Blackstone
 - Mark Widick
 - Redding, CA – September 3rd – September 20th
 - Bill Tavares
 - Mike Wolfe
 - Jim Crowley
 - Ryan Philips
- New Hires

- Academy begins October 2nd
- Dustin Farber will serve as the Recruit Training Officer
- Water Rescue
- Blue Card Training Class – August 29th – August 31st
- Organizational Re-Bid – October 2nd
- EMS Training – Chart Review
- August Operations Reports
 - Call Times
 - Incident Type
 - Transportation Division Compliance
 - Transportation Services Call Type
 - Transportation Revenue

21. Announcements (BOD #2017-09-n/a)

Finance Director Roger Wood stated that the rate adjustment submitted to AZDHS is moving along in the process.

22. Adjourn (BOD #2017-09-26)

Motion by Director Strand at 7:39 PM to adjourn the meeting. **Seconded** by Director House.

Vote 5 ayes, 0 nays. **MOTION PASSED.**

Governing Board Approval:



Gene Gehrt, Board Clerk

Jasmin Jones

Addendum A

Captain/Paramedic John Walka



Engineer Bryan Heun



25 Years of Service



Captain / Paramedic Mike Paul

15 Years of Service



Captain / Paramedic Craig Halver



Engineer / Paramedic Jim Crowley



Engineer Aaron McDonald

September Service Anniversaries



Interim Fire Chief Mike Farber
32 Years of Services



Acting Assistant Chief Richard Ochs
26 Years of Service

September Service Anniversaries



Acting Assistant Chief Richard Mooney
19 Years of Services



Engineer Kevin "Shorty" Johnston
19 Years of Service



Engineer Jose Sepulveda
19 Years of Service



Firefighter Nat Erickson
19 Years of Service

September Service Anniversaries



Engineer John Taylor
17 Years of Services



Captain / Paramedic Ruben Briones
12 Years of Service



Captain / Paramedic Tanner Fox
12 Years of Service



Engineer Rob McMinn
12 Years of Service

September Service Anniversaries



Firefighter / Paramedic Randy VandeKrol
12 Years of Services



Captain / Paramedic Dustin Farber
11 Years of Service



Firefighter / Paramedic Eric Ellsworth
11 Years of Service



Firefighter / Paramedic Ken Simkins
11 Years of Service

**CMS INNOVATION GRANT UPDATE
JANUARY 2015 THROUGH JUNE 2017**

Partners

- Mesa Fire & Medical Department
- Queen Creek Fire & Medical Department
- Superstition Fire & Medical District
- AT Still University
- Mountain Vista Medical Center

Model

- Emergency Department Diversion (911 response)
 - Community Medicine Units
 - Community Behavioral Units
- Transitional Care/Hospital Readmission
- Superutilizer/911 Diversion

Financial Impact

- \$14,074,019 (total cost avoidance)
 - \$4,137,315 total savings (savings minus expenditures)
- 1,686 Medicare patients
 - Cost avoidance \$1,755/patient. Total \$2,958,684
- 3,525 Medicaid patients
 - Cost avoidance \$1,762 per patient. Total \$6,211,015
- 2,452 commercial insured or self-pay patients
 - Cost avoidance \$2,000/patient. Total \$4,904,320

Challenges/Barriers

- Tax ID number needed
- CMS compensates for transports
- Medicaid reimburses for Treat & Refer only
- Organizational support of alternative health care delivery models

Opportunities

- Evaluate alternative health care delivery models
- Enhance behavioral health services through transitional care models
- Engagement with Accountable Care Organizations (ACO)
- Partnerships with health care systems
- Commercial insurance contracts for chronic care management
- Hospice services augmentation
- Online medical direction for all pre-hospital providers



ARIZONA FIRE & MEDICAL AUTHORITY

Protecting life and property and enhancing the well-being of all those we serve

September 5, 2017

Jeff Cross, Board Chairman
Superstition Fire & Medical District
565 N. Idaho Road
Apache Junction, AZ 85119

The Authority proudly serves the communities of:

Coldwater Ranch

•

Corte Bella

•

Cross River

•

Dos Rios

•

Marisol Ranch

•

Pinnacle Peak
County Island

•

Rancho Cabrillo

•

Rancho Silverado

•

Rio Sierra

•

Sun City West

•

Sundero

•

Sun Lakes

•

Wittmann

*And other areas of
Maricopa County*

Dear Chairman Cross,

Over the past month, the staff at Arizona Fire & Medical Authority (AFMA) has been communicating with Superstition Fire & Medical District (SFMD) Fire Chief, Mike Farber, and local labor leader, John Walka, concerning potential partnership opportunities. On behalf of AFMA Board of Directors, I would propose that we formalize the process of determining whether a partnership between SFMD and AFMA would best serve the interests of our respective organizations and the communities we serve.

It is our understanding that SFMD has established a committee to identify and assess the viability of potential partnerships. As a Joint Powers Authority (JPA) formed pursuant to Arizona Revised Statutes §48-805.01, AFMA is seeking opportunities for strategic partnerships which result in the delivery of the highest quality services for our citizenry, fiscal responsibility and a competitive wage and benefit package for our personnel.

AFMA is a regional, non-contiguous JPA which serves a number of communities in both the East and West Valley. It is our experience that the principal benefits of a regional system are reduced costs, increased effectiveness, and an enhanced depth of resources. Through the consolidation of resources, streamlining of overhead and a partnering in a regional protection system, all parties benefit. Determining whether SFMD and AFMA would see those benefits materialize is the purpose of this letter.

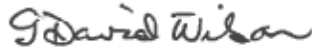
AFMA is proposing to proceed with a formal analysis of a partnership with SFMD which would determine whether joining AFMA would be in our combined best interest. The evaluation would be an objective, cost-benefit study to determine the feasibility of a partnering opportunity. The comprehensive examination conducted would include an assessment of the relevant financial, organizational and governance factors necessary to determine the likelihood of a "win-win" scenario for both SFMD and AFMA.

AFMA would conduct the analysis and provide SFMD with the results in a proposal format for the SFMD Board of Directors and staff's consideration. AFMA anticipates the study would require approximately 60 days to complete. Before we proceed beyond the preliminary analysis work currently underway, I'd request an affirmative expression of interest from SFMD Board of Directors.

Jeff Cross, Board Chairman
Page 2

In closing, AFMA seeks to partner with high quality fire and EMS providers in order to leverage our combined resources for the benefit of our citizens and personnel. Enclosed with this communication, I have provided information concerning AFMA and the success we have achieved in developing partnerships in a regional fire and EMS delivery system. We look forward to your response.

Respectfully,



G. David Wilson, Board Chairman
Arizona Fire & Medical Authority

Enclosure

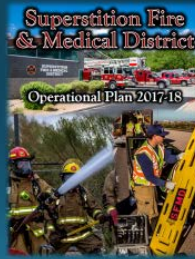
cc: Gene Gehrt, Board Clerk
Todd House, Board Member
Jason Moeller, Board Member
Larry Strand, Board Member
Mike Farber, Fire Chief
AFMA Governing Board Members

ARIZONA FIRE & MEDICAL AUTHORITY
18818 N. Spanish Garden Drive, Sun City West, AZ 85375 • P (623) 544-5400 • F (623) 544-5455 • www.afma.az.gov

Addendum D

2017/2018 Operational Plan

- Outlines the initiatives for the next year
- A living document – can be modified throughout the year
- There are Initiatives from every department – everyone in the organization contributes
- Service Enhancements are aligned with Budgeted Items and planned expenditures



Plan Creation

- Categories of the Plan
 - Organizational Development
 - Community Health Safety & Survival
 - Professional Development
 - Employee Safety, Health, and Survival
- Layout
 - Service Enhancements – the goal or objective
 - Strategic Initiatives – the necessary steps
 - Desired Outcomes – the success measurement



Addendum E

SUPERSTITION FIREFIGHTERS



- The Labor/Management Relationship
- Interest Based Bargaining
- Meet and Confer
- Proposed Memorandum of Understanding

LABOR/MANAGEMENT

- Labor's role within the organization.
- What is the Labor/Management process?
- The Labor/Management relationship.
- Working towards a common goal.



WHAT IS A MEMORANDUM OF UNDERSTANDING?

- An agreement between two parties.
- Collaboratively developed.
- Typically 2-year duration.
- Municipalities and Fire Districts.
- Agreement on terms of wages, benefits, and working conditions.
- Outlines each parties roles and responsibilities.



DEVELOPMENT OF THE UNDERSTANDING



- Meet and Confer
- The process
- Interest Based Bargaining (IBB)
- Research into "doing it better"
- Labor/Management Relationship

ORGANIZATIONAL EFFECT

- Results of the development process itself.
- Identification of organizational goals and plans.
- Creates an environment for an organization to "fire on all cylinders".
- Enhances the organization and the service it provides.



ORGANIZATIONAL EFFECT

- Focuses on areas of agreement rather than differences.
- Building trust, respect, sharing of perspectives, transference of knowledge and most importantly, sharing of the investment.
- Creates "buy in" at all levels and ranks.
- Benefits to the tax payer, the "customer" by providing efficiencies.
- Consistency and transparency.



SUMMARY

- Collaborative efforts of Management and Labor.
- Duration: September 2017 – June 2018.
- Covers all Unit Members.
- Provides representation for all employees, civilian and sworn.
- Creation of a (balanced) disciplinary review Board.
- Affirms and strengthens the Rights of Management.
- Affirms Labor and Managements right to Meet and Confer on issues of wages, benefits, and working conditions.

SUMMARY

- No increase to organizational costs.
- No increase/escalators to wages and/or benefits.
- Streamlines and creates efficiencies within the Labor/Management process.
- Reflects current policy.
- Reduction in Workforce and Recall/Reemployment.
- Saving Clause.
- Re-opens if financial deterioration causes service changes.

SUMMARY

- In accordance with federal and state statutes.
- Clarification and amendments.
- Modifications require Board approval.
- District shall not be required to meet and confer concerning any matter, whether covered or not covered.
- Shall remain in full effect from September 2017 to June 2018, unless an intervening financial crisis should occur.

THANK YOU FOR YOUR
CONSIDERATION

QUESTIONS?

Addendum F

Item 20
BOD #2017-09-25
Reports



Captain Doug Taylor's Retirement Celebration



Mayor's Breakfast

- September 6, 2017
- United Way of Pinal County
 - Homeless & At Risk Community Members



Apache Junction Town Hall

- September 15, 2017
- Topics Discussed
 - Economy, Education System, and the Future Vision for Our Community.



Special Board Meeting

- September 27, 2017
- 4:00 PM
- Public Hearing
- Budget
- Rural Metro Contract

Behavioral Intelligence Class

- September 28, 2017
- 8:00 AM
- Regional Training Center
- Lost Dutchman Room



Wildland Update

- BR262 (T3 ENG) to Westfir, OR
- August 12th – August 30th
 - Bryan Heun-ENGB
 - Mike Wolfe-ENG
 - Jeremy Rocha-ENGB-T
 - Ryan Philips-FF



Wildland Update

- BR261 (T6 ENG) to Baker City, OR
- August 23th – September 9th
 - Dustin Farber-ENGB
 - Mark Blackstone -ENG
 - Mark Widick-FF
- Aided Baker County Search & Rescue with an extrication near Summit Lake






Wildland Update

- BR262 (T3 ENG) to Redding, CA
- September 3rd – September 20th
 - Bill Tavares – ENGB
 - Mike Wolfe – ENG
 - Jim Crowley – FF
 - Ryan Phillips – FF





Operations

- August 23rd Written Exam
- August 28th & 29th Intern Academy
- August 30th Panel Interviews
- New Hires – Top two (2) Candidates
 - Academy Begins October 2nd
 - Dustin Farber will serve as the Recruit Training Officer (RTO)




Operations

- Water Rescue Incident
 - Southern Ave. north of Mountain View




Operations

- Blue Card Training Class
 - August 29th – August 31st
- Organizational Re-Bid
 - October 2nd
- EMS Training
 - Chart Review



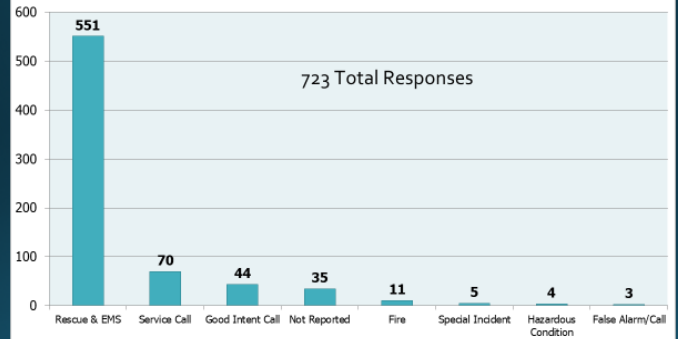
August 2017 – Suppression Operations

Response Times for Code 3 (Emergent) Responses

August 2017	August 2016	YTD (Fiscal)
4:42	4:38	4:48



Incident Type Categories



August 2017 – Transportation Operations

CON Compliance Through August 2017 (Code 3 Only) (Licensure Reporting Period January 4, 2016 – March 17, 2019)

Time Frame for Response	AZ DHS Standard	Late Calls	On Time	Total Calls	Compliance
8:59 or less	90%	24	403	427	94.16% ✓
14:59 or less	95%	1	426	427	99.77% ✓
19:59 or less	100%	0	427	427	100% ✓

August 2017 – Transportation Operations

Transport Types

