



Superstition Fire & Medical District

Phone (480) 982-4440 ~ 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

January 16, 2019

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, JANUARY 16, 2019. 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 House called the meeting to order at 5:32 PM.

B. Pledge of Allegiance

The Pledge of Allegiance led by Chairman House.

C. Roll Call

Board Members in attendance were Chairman Todd House, Clerk Kathleen Chamberlain, Director Jeff Cross, Director Jason Moeller and Director Larry Strand.

Senior Leadership Team in attendance were Fire Chief Mike Farber, Assistant Chief Richard Mooney, Assistant Chief Rick Ochs and Finance Director Roger Wood.

Legal Counsel William Whittington attended via conference call. Board Secretary and HR Generalist Sherry Mueller attended.

1. Review and approval of the December 2018 financial reports and bank reconciliations. (BOD #2019-01-01)

Motion by Director Strand to approve the December 2018 financial reports and bank reconciliations.

Seconded by Director Moeller.

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

2. Recognition of employee performance, achievements, and special recognition for community members. (BOD #2019-01-02)

January Employee Service Anniversaries were recognized:

Chief Kelly of the Apache Junction Police Department recognized Tina Gerola, Community Risk Reduction Specialist for her excellent work in the community for training Police Officers on AED, CPR and fire extinguisher familiarization.



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30 Years:

Engineer John Christensen

18 Years:

Captain / Paramedic Rob Bessee

16 Years:

Engineer / Paramedic Chuck Hanson

2 Years:

Firefighter Recruit / Paramedic Brian Dover

3. Call to the Public. (BOD #2019-01-N/A)

None.

4. Consideration and possible approval of all consent agenda items listed below (BOD #2019-01-03):

A. Board Meeting Minutes from December 19, 2018

Motion by Director Cross to approve all consent agenda items.

Seconded by Director Moeller.

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

5. Discussion , presentation, and possible approval for the SFMD's Financial Statements and Independent Auditor's Report for fiscal year ending June 30, 2018. As required by Arizona Revised Statutes §48-253, submitted by Henry & Horne, LLP. (BOD #2019-01-04)

Finance Director Roger Wood introduced Brian J. Hemmerle and Aaron Funk from Henry & Horne Auditing Firm. Mr. Hemmerle stated this year's audit has a clean opinion that was recorded for the District. There were no findings or significant deficiencies found. There were no difficulties or misstatements encountered with management.

Motion by Director Strand to approve the Fire District's Independent Auditor's Report and related Financial Statements for the fiscal year beginning July 1, 2017 and ending on June 30, 2018, as submitted by Brian Hemmerle, CPA, and to direct Staff to submit the auditor's report to Pinal County and Maricopa County as required by A.R.S. §48-253.

Seconded by Clerk Chamberlain.

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



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6. Discussion and possible approval of the Arizona Public Safety Personnel Retirement System Qualifying Report for Fiscal Year ending in 2018. (BOD #2019-01-05)

Fire Chief Mike Farber refers to the letter before the Board Members from the Office of the State Forester/Arizona Department of Forestry and Fire Management regarding the Arizona Fire Insurance Premium Tax Refund for fiscal year 2018. The requirements for the program are detailed in A. R. S. Title 9, Chapter 8, Article 3 and 4 for volunteer firefighter pension and Title 38, Chapter 5, Article 4 for the Public Safety Personnel Retirement System. We must fill out the form by January 31, 2019, and get it to the State Fire Marshal's Office. Completing and submitting this form will entitle us to get about \$120,000.

Motion by Director Moeller to approve the Arizona Public Safety Personnel Retirement System Qualifying Report and to submit the report as stated for the refund from the State of Arizona.

Seconded by Director Strand.

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

7. Discussion, presentation and possible action regarding *The Working Group* on their capabilities for an organizational evaluation. (BOD #2019-01-06)

Tim Hill, Founder and Principal Consultant from *The Working Group* talked about his company stating that it brings together experts from a variety of disciplines to work with their clients to analyze problems and opportunities within your organization. Each Working Group is tailored to best fit the client's situation and budget. Working with the right set of individuals on a case-by-case basis allows the client to analyze issues that are critical to their organization and lets them bring the client the right solutions to implement. This is accomplished by working together. Board Clerk Chamberlain stated she believes we should use the services of *The Working Group* to come up with some ideas for evaluations and recommendations on how SFMD is operating. Mr. Hill stated a rough estimate of cost for their services would be approximately \$5,000 - \$15,000. Chief Rich Mooney said he believes this evaluation would add value especially for the future with many people retiring. Fire Chief Mike Farber stated he is in favor of using the services of *The Working Group* and we should invite them to our next work session.

8. Discussion, presentation and possible approval of the following Policies brought for review at the December 19, 2018 Board Meeting for final approval at the January 16, 2019 Board Meeting. (BOD #2019-01-07)

- 206-Administrative Communications
- 202-Interim Directives
- 207-Minimum Staffing Levels
- 200-Organizational Structure
- 103-Policy Manual



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Motion by Director Strand to approve policies Administrative Communications, Interim Directives, Minimum Staffing Levels, Organizational Structure and Policy Manual.

Seconded by Director Cross.

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

9. Discussion and presentation of the following Policies Brought for review at the January 16, 2019 Board Meeting for final approval at the February 20, 2019 Board Meeting. (BOD #2019-01-08)

- 201-Emergency Action Plan & Fire Prevention
- 210-Solicitation of Funds
- 318-Safe Haven Newborn Law
- 321-Scene Preservation
- 322-Child Abuse
- 323-Disposition of Valuables
- 324-Carrying Weapons on-Duty
- 325-Performance of Duties
- 326-Adult Abuse
- 327-Traffic Collisions
- 328-Line-of-Duty Death and Serious Injury Investigations
- 329-National Fire Incident Reporting System (NFIRS)
- 332-Grocery Shopping On-Duty

No Motion.

10. Discussion and possible approval of the invoice from Pinal County Elections Department for the 2018 General Election. (BOD #2019-01-09)

The District is charged \$0.75 per registered voter whenever the District has a measure on the election ballot in Pinal County. In November 2018, the District had the election of two (2) Governing Board members on the ballot.

At \$0.75 per registered voter, the following is a breakdown of cost for the 2018 General Election:

100-10-61520-12 Elections Expense	\$19,063.50
150-10-61520-12 Elections Expense	<u>\$ 9,531.75</u>
Total	\$28,595.25

The District's Procurement Policy mandates that any expense that is \$25,000 or more in cost requires Board approval.



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Motion by Director Cross to approve the payment of the 2018 November General Election Invoice GE1118-SFMD.

Seconded by Director Moeller.

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

11. Discussion, nomination and possible approval of the appointment of the Chairperson for the Local Pension Board pursuant to A.R.S. 38, Chapter 5, Article 4: Public Safety Personnel Retirement System. (BOD #2019-01-10)

The Local Pension Board currently has a vacant position for the Chairperson. Pursuant to A.R.S. §38-847, we must appoint a new person for this position.

Motion by Director House to appoint Director Larry Strand as the Local Pension Board Chairperson.

Seconded by Clerk Chamberlain.

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

12. Discussion and possible approval of the Arizona Department of Forestry and Fire Management (State Fire) Land / Facility Use Agreement. (BOD #2019-01-11)

The SFMD Board of Directors had approved a Lease Agreement in November 2018 to allow State Fire to sublease a portion of the SFMD Training Center. State Fire has since learned that they do not have the authority to enter into the Lease Agreement under current State Statutes. They have informed us that the State of Arizona must change State Statute before they will have the authority to enter into a lease agreement and this process will take several months to achieve. Until State Statute is changed, State Fire has provided the SFMD with the attached Land/Facility Use Agreement. This agreement is temporary and will remain in place until such time that a Lease Agreement is established. The Facility Use Agreement will provide an avenue for State Fire to pay the monthly Rent and Utility Fee to SFMD as previously agreed.

Financial Impact(s)/Budget Line Item

Annual Revenue \$39,456 (Approximately)

Rent	\$40,456
Utilities	<u>\$10,980</u>
Total	\$51,660
AJUSD 30%	(\$12,204) * Rent only
Net	\$39,456



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Motion by Director Cross to approve the Land/Facility Use Agreement with State Fire. This Land/Facility Use Agreement is to remain in place until such time that the previously approved lease agreement can be implemented.

Seconded by Director Strand.

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

13. Discussion and possible approval of a shift differential for 42-hour Transportation Services Employees. (BOD #2019-01-12)

Transportation Services Manager Billy Warren had a presentation and proposal for the Board of Directors. Staff has Identified an issue with the annual pay for a 42-hour employee that is not consistent with competitive employers. Staff has identified a problem with finding qualified paramedics to accept new employment offers in the Transportation Division.

We are proposing a shift differential for 42-hour employees of \$2 an hour for EMT's and \$3 an hour for Paramedics. This is not a raise, it is a shift differential that is only given to those working the 42-hour shift. If the employee moves to a 56-hour shift, or any other position, the shift differential goes away.

This shift differential would bring the District's 42-hour annual compensation to virtual parity to competitive agencies.

Staff recommends that the Board of Directors approve the shift differential outlined in this proposal to ensure we are adequately staffed with qualified employees and reduce spending on sworn ambulance coverage.

Financial Impact(s)/Budget Line Item

Annual Cost of \$25,579/6 month cost \$12,790

Motion by Director Strand to approve the \$2 per hour for EMT and \$3 per hour for Paramedic shift differential for all 42-hour Transportation Services employees beginning January 21st, 2019.

Seconded by Director Moeller.

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

14. Reports (BOD #2019-01-13)

Senior Leadership Team (SLT):

Fire Chief Mike Farber

- Board Work Session: Monday, January 28, 2019
 - SAFER Grant Projections
 - Educational Requirements
 - Sick Leave Usage
 - Overtime



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- We have an offer from Dan Kauffman of Kauffman 40 (new development at Baseline and Cortez), who would like to be annexed into the District.
- Arizonian; district will draft a notification to the Arizonian that we will no longer respond to incidents on their property if they do not choose to become part of the fire district. Discussion will occur with the Board to determine a time frame for responses to cease. The other option is we could bill them for our services.

Assistant Chief of Operations Richard Mooney

- Commercial Fire, 1725 E. 12th Ave. December 21, 2018
- Residential Fire, 600 S. Idaho Rd. December 24, 2018
- Apartment Fire, 5809 E. Estrella Rd. January 1, 2019
- Two fatality accidents on US60
- Training
 - TRT; Steep Angle Rope Rescue
 - EMS CE / CPR Recertification
 - Recruit Graduation; Class of 18-2
January 25, 2019 at 14:30
Bethany Bible Church, 6060 N. 7th Street, Phx.
 - **Clint Musgrave**
 - **Brian Dover**
 - **Kevin Montgomery**

Assistant Chief of Planning & Logistics Richard Ochs

- Roof repairs on three facilities
- Contracts and non-contracted Event Standby's
- Pre-Plans
- Review of new business development
 - SuperStar Express Car Wash
 - Mountain America Credit Union

Administrative Services Director Anna Butel

- New Volunteers:
 - Allan Cranmer, AKA "Coach Cranmer"
 - Colton Echols
 - Jennifer Verdugo
 - Benjamin Eyde

Finance Director Roger Wood

- Preparing 2018 Worker's Compensation Audit Report
- FY 2019/2020 Budget Prep

Pension Board

N/A

Board Sanctioned Committees

N/A



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15. New Business / Future Agenda Items. (BOD #2019-01-14)

None.

16. Announcements (BOD #2019-01-N/A)


Board Chairman , Mr. House stated that his Diaper Drive is going very well this year. He expects to have about 22,000 diaper to distribute to the community.

17. Adjourn (BOD #2019-01-15)

Motion by Director Strand at 6:53 PM to adjourn the meeting. **Seconded** by Director Cross.

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

Governing Board Approval:



Board Clerk Kathleen Chamberlain
Sherry Mueller

Superstition Fire & Medical District Governing Board Meeting




Wednesday, January 16, 2019 ~ 5:30 pm



Item #1


BOD # 2019-01-01



Review and approval of the December 2018 financial reports and bank reconciliations.


Item #2

BOD # 2019-01-02





Recognition of employee performance, achievements, and special recognition for community members.

Chief Kelly – AJP





- Recognition:
- Tina Gerola, Community Risk Reduction Specialist

30 Years of Service

John Christensen
Engineer

18 Years of Service

Rob Bessee
Captain/Paramedic

16 Years of Service



Chuck Hanson
Engineer/Paramedic

2 Years of Service



Brian Dover
Firefighter Recruit/Paramedic

Item #3

BOD # 2019-01-n/a

Call to the Public

A.R.S. §38-431.01(H) A public body may make an open call to the public during a public meeting, subject to reasonable time, place, and manner restrictions, to all individuals to address the public body on any issue within the jurisdiction of the public body. At the conclusion of an open call to the public, individual members of the public body may respond to criticism made by those who have addressed the public body, may ask staff to review a matter, or may ask that a matter be put on a future agenda. However, members of the public body shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action.

Item #4

BOD # 2019-01-03

Consideration and possible approval of all consent agenda items listed below:

- a. Board Meeting Minutes from December 19, 2018.

Item #5

BOD #2019-01-04

Discussion, presentation, and possible approval for the SFMD's Financial Statements and Independent Auditor's Report for fiscal year ending June 30, 2018. As required by Arizona Revised Statutes §48-253, submitted by Henry & Horne, LLP.



Superstition Fire & Medical District

Independent Auditor's Report Presentation to the Board of Directors
Year Ended June 30, 2018



About your Auditors



Brian J. Hommes, CPA, CFE

- Henry-Horne, Senior Manager, Governmental Services
- Graduated from the University of Arizona
- Certified Public Accountant and Certified Fraud Examiner
- Experience in Municipalities, School Districts, State Agencies, Nonprofits and Industry
- Serves on the Board of Directors for the Girl Scouts Arizona Cactus Pine Council as the Treasurer
- Member of the AICPA, ASCPA, GFOA, GFOA, AASBO
- GFOA Special Review Committee Member

Offering You More



Communications with Management

- Auditors' Report on Financial Statements
 - Unmodified opinion
 - Financial statements are fairly presented in accordance with Generally Accepted Accounting Principles (GAAP).
- Report on Compliance and on Internal Control over Financial Reporting
 - No current year findings
 - Prior year findings have been remedied

Offering You More



Communications with Management

- Significant Accounting Policies and Issues Discussed
 - Note 1 of Financial Statements
 - Difficulties Encountered in Performing the Audit
 - Corrected and Uncorrected Misstatements
 - Disagreements with Management
 - Management Consultations with Other Independent Accountants
- Federal Funding- Single Audit Requirement

Offering You More



QUESTIONS



Offering You More



Thank you!

Offering You More

Item #6

BOD #2019-01-05



Discussion and possible approval of the Arizona Public Safety Personnel Retirement System Qualifying Report for Fiscal Year ending in 2018.

Item #7

BOD #2019-01-06



Discussion, presentation and possible action regarding *The Working Group* on their capabilities for an organizational evaluation.

Organizational Assessment



Superstition
Fire/Medical
Department

January 16, 2018

Introduction

- ◆ Working Group
- ◆ Principal Consultants
 - Tim Hill
 - David Leibowitz
 - Kevin Roche
- ◆ Mission

Why an Assessment?

- ◆ Organizational Change
- ◆ Leadership Change
- ◆ Fresh Eyes – Outside Expert Perspective
- ◆ "You don't know what you don't know."
- ◆ Affirmation or Recommendations

Assessment Options

- ◆ Survey Instrument
- ◆ Interviews
 - Fire District Leadership
 - Fire Department Leadership
 - Fire Department Members
 - ◆ On-Duty or Off-Duty
 - IAFF Local 2260

Assessment Options

- ◆ Interviews
 - Fire Department Customers
 - ◆ Internal – City of Apache Junction
 - ◆ Homeowners Associations
 - ◆ Automatic Aid Partners
 - ◆ Law Enforcement Partners
 - Fire Prevention Customers
 - Fire and EMS Customers

Additional Considerations

- ◆ Timing
 - 60-90 days
- ◆ Cost
 - Dependent on Scope
- ◆ Procurement
 - RFP, IFB, Direct Selection
 - Board Preference and District Rules

Contact Information

- ◆ timhill@workinggroup.solutions
- ◆ (602) 722-7098

Item #8

BOD #2019-01-07



Discussion and possible approval of the following Policies:

- 206-Administrative Communications
- 202-Interim Directives
- 207-Minimum Staffing Levels
- 200-Organizational Structure
- 103-Policy Manual

Brought for review at the December 19, 2018 Board Meeting for final approval at the January 16, 2019 Board Meeting.

Item #9

BOD #2019-01-08



Discussion and possible approval of the following Policies brought for review at the January 16, 2019 Board Meeting for approval at the February 13, 2019 Board Meeting.

Policies for Review



- | | |
|---|--|
| • 201 – Emergency Action Plan & Fire Prevention | • 325 – Performance of Duties |
| • 210 – Solicitation of Funds | • 326 – Adult Abuse |
| • 318 – Safe Haven Newborn Law | • 327 – Traffic Collisions |
| • 321 – Scene Preservation | • 328 – Line-of-Duty Death and Serious Injury Investigations |
| • 322 – Child Abuse | • 329 – National Fire Incident Reporting System (NFIRS) |
| • 323 – Disposition of Valuables | • 332 – Grocery Shopping On-Duty |
| • 324 – Carrying Weapons On-Duty | |

Item #10

BOD #2019-01-09



Discussion and possible approval of the invoice from Pinal County Elections Department for the 2018 General Election.

Item #11*BOD #2019-01-10*

Discussion and possible approval of the appointment of the Chairperson for the Local Pension Board.

Item #12*BOD #2019-01-11*

Discussion and possible approval of the Land / Facility Use Agreement with the Arizona Department of Forestry.

Item #13*BOD #2019-01-12*

Transport Services Proposal

**PURPOSE**

- The purpose of this proposal is to ensure that SFMD has the best qualified employees working for us while reducing the amount of sworn coverage on the ambulances. As an organization we have a duty to our stakeholders to identify problems, create solutions, and implement solutions to improve the Fire District.

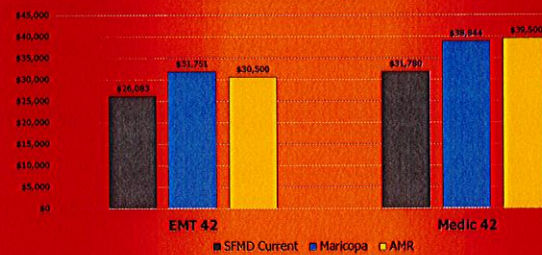
PROBLEM

- Staff has identified a problem with finding qualified paramedics to accept new employment offers in the Transportation Division.
- Identified an issue with the annual pay for a 42 hour employee that is not consistent with employers we compete with.
- The pay discrepancy for 42 hours employees results in extreme difficulty in finding quality candidates for the position. Openings on the 42 hour units result in significant sworn overtime coverage costs.
- While not easily quantifiable, any reduction in quality could lead to a lower reimbursement due to poor documentation.

RESEARCH

- We obtained pay scale information from competitors to see where we were at in comparison. We found SFMD's pay was too low to attract qualified employees that will work our 42 hour work week schedule.

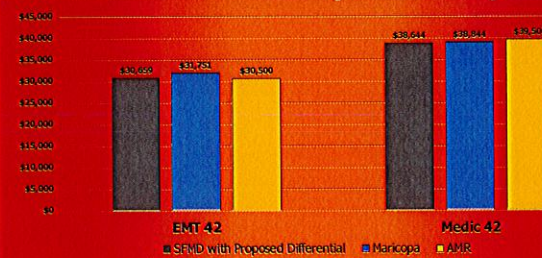
EMT/PARAMEDIC GROSS PAY COMPARISON (CURRENT)



PROPOSED SOLUTION

- To solve the problem we will need to get the EMT and Paramedics pay closer to competitive levels.
- We are proposing a **shift differential** for 42 hour employees of \$2 an hour for EMT's and \$3 an hour for Paramedics.
- This is not a raise, it is a **shift differential** that is only given to those working the 42 hour shift. If the employee moves to a 56 hour shift, the shift differential goes away.

EMT/PARAMEDIC GROSS PAY COMPARISON (PROPOSED)



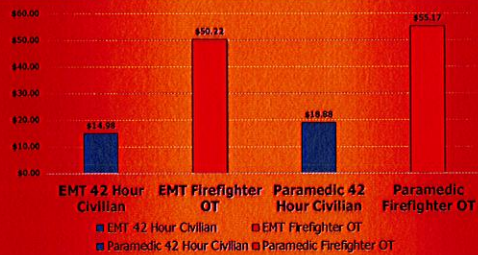
COSTS

- We project the additional annual cost to the district including ASRS contributions to be \$25,579 total for all four 42 hour employees. For 6 months that's a cost of \$12,790.
- So far this year through December (6 months) we have spent \$35,449 in sworn wages and PSPRS contributions to backfill open shifts on the ambulances. In December alone we had \$11,231 in sworn wages and PSPRS which was mainly the result of a vacancy that we had on the 42 hour ambulance.
- Ensuring adequate staffing on the ambulances is essential to reducing the cost of sworn coverage.

COSTS



CIVILIAN 42 /FIREFIGHTER(BLEND FF, ENG, CAPT) HOURLY PAY COMPARISON



IMPLEMENTATION

- Human Resources/Payroll
 - Coordinate with HR to update job postings for future hiring.
 - Update existing 42 hour employees pay to include the shift differential.
 - Ensure payroll change forms are completed on existing employees.

EVALUATION

- Track how many job offers are accepted with the new pay scale.
- Track Sworn Coverage to measure potential savings.
- Track how long we retain employees that are on the 42 hour unit.

RECAP

- SFMD is committed to having the best qualified employees available.
- Identified a problem.
 - The pay of the 42 hour employees was lower than other agencies, which resulted in losing good candidates and increase sworn coverage costs.
- Researched and compared competitors pay.
- Provided a solution to this problem.
 - 42 hour EMT shift differential of \$2 per hour
 - 42 hour Paramedic shift differential of \$3 per hour
- Discussed the costs of the solution.
- Discussed how we will implement and evaluate the solution.

RECAP

Staff recommends that the Board of Directors approve the shift differential outlined in this proposal to ensure we are adequately staffed with qualified employees, and reduce spending on sworn ambulance coverage.

QUESTIONS?



References:
 • AHR Local 1-90 Collective Bargaining Agreement
 • Jason Payne, Director of Operations, Hartcope Ambulance
 • Roger Wood, Finance Director, SFMD
 • SFMD Budget Manager Reports
 • SFMD Annual Budget FY 2018-2019

Item #14

BOD # 2019-01-13



Reports

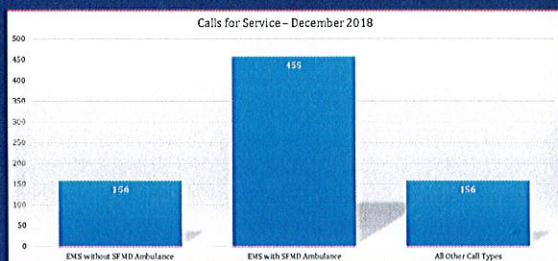
- Senior Leadership Team
- Labor
- Pension Board
- Board Sanctioned Committees

Fire Chief Report



- Board Work Session: Monday, January 28, 2019
4pm
 - > SAFER Grant projections
 - > Educational Requirements
 - > Sick Leave Usage
 - > Overtime
- We have an offer from Dan Kauffman of Kauffman Forty who would like to be annexed into the District
- Arizonian

Operations



Operations



- Commercial Defensive Fire
- 1725 E. 12th Ave
- 2018-100659
- December 21, 2019
- A Shift
- Dispatched at 0128
- On Scene at 0133
- Fire Control at 0203
- Loss Stopped at 0239

Operation Update



- Residential Fire
- 600 S. Idaho #838
- 2018-101709
- December 24, 2018
- C Shift
- Dispatched at 1848
- On Scene at 1852
- Fire Control 1857
- Loss Stopped at 1901

Operations Update



- Apartment Fire
- 5809 S. Estrella Rd. #4
- 2019-0110
- January 1, 2019
- A Shift
- Dispatched at 1003
- On Scene at 1009
- Fire Control at 1015
- Loss Stopped at 1024

Operation Update 2 Fatality MVA's on US60



Training Update



- TRT Training Block 1 Steep Angle Rope Rescue
- EMS CE w/ CPR Recertification
- Recruit Graduation 18-2
 - Clint Musgrave, Brian Dover & Kevin Montgomery
 - January 25, 2019 at 1430
 - Bethany Bible Church 6060 N. 7th Street
Phoenix, AZ 85013

Planning & Logistics



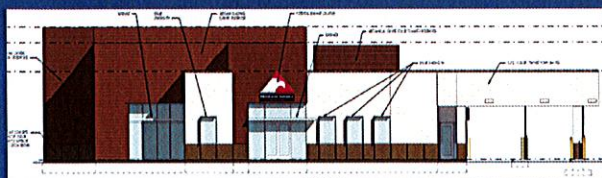
- Facility Roof Repairs
- Contracts
- Pre-Planning

Planning & Logistics



SuperStar Express Car Wash

Planning & Logistics



Mountain America Credit Union

Administrative Services



- New Volunteers: Allan Cranmer, Colton Echols, Jennifer Verdugo, and Benjamin Eyde.
- Next Pension Board Meeting: Tuesday, January 22, 2019 4pm

Finance/Accounting Services Update



- Preparing 2018 Worker's Compensation Audit report
- FY2019 / 2020 Budget prep

Item #15

BOD # 2019-01-14



New Business/Future Agenda Items

Item #16

BOD # 2019-01-n/a



Announcements

Item #17

BOD # 2019-01-15



Adjourn