



ARIZONA FIRE & MEDICAL AUTHORITY GOVERNING BOARD REGULAR MEETING MINUTES

Thursday, November 2, 2023

MINUTES

1. CALL TO ORDER / ROLL CALL OF BOARD MEMBERS / AFFIRMATION OF QUORUM

Board Chairman Bookie called the AFMA Governing Board meeting to order on Thursday, November 2, 2023, at 9:08 a.m. The meeting was held both in person and virtually.

Members Present: Board Chairman Richard Bookie (NCFMD), Board Clerk Karen Gueltzow (SCFMD), Board Members Bill Becker (SCFMD), Gary Benson (BVFD), Diane Price (SCFMD), Tony Sambol (NCFMD)

Members Absent: Board Member Paul Hunter (BVFD)

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

Chairman Bookie led the Pledge of Allegiance.

3. CALL TO THE PUBLIC

There was no response to the Call to the Public.

Board Member Hunter arrived at 9:14 a.m.

4. REGULAR BUSINESS

- A. Discussion and Possible Action relating to a temporary adjustment to the pay ranges for Fleet Manager, Fleet Technician II, and Fleet Technician I from the 75th percentile to the 95th percentile of the market.

Deputy Chief Puckett stated that AFMA has encountered challenges in recruiting and retaining Fleet positions, leading to a significant turnover rate. Half of the candidates offered positions declined due to the existing compensation structure, while others left shortly after accepting. One position has been vacant since its approval in July 2022, and presently, Fleet has three unfilled positions. Given the escalating costs and dependencies associated with outsourcing, coupled with the urgency of several internal projects, both the Support Services and Human Resources Divisions advocate for an upward adjustment of the Fleet pay ranges. Specifically, Staff recommends increasing the pay from the 75th percentile to the 95th percentile of the market.

Without this change, Staff anticipates continuing difficulties in attracting and retaining talent. As a result, this would further delay preventative maintenance schedules, increasing the risk of engine failures and potentially compromising safety and services to our community.

Human Resources Director, Shauna Fisher, discussed measures taken to attract interested candidates including offering tool stipends over a period of 15 months, resulting in just 26 applicants. Feedback from candidates cited compensation, tools, and working conditions as reasons for not accepting the open Authority positions.

Johnny Padilla, Local 3573 Representative spoke in support of this request citing the importance of these positions to firefighter safety, equipment and vehicle safety, as well as service levels to the community.

Board Member Benson moved that the Arizona Fire & Medical Authority Governing Board approve a temporary adjustment to the pay ranges for Fleet Manager, Fleet Technician II, and Fleet Technician I from the 75th percentile to the 95th percentile of the market. Board Member Sambol seconded the motion.

Vote conducted. **MOTION CARRIED.**

AYES: Becker, Benson, Bookie, Gueltzow, Hunter, Price, Sambol
NAYS: None
ABSENT: None

5. EXECUTIVE SESSION

- A. Discussion on matters pursuant to ARS 38-431.03(A)(1) relating to personnel. (If authorized, adjourn to Executive Session)

Board Member Price moved that the Arizona Fire & Medical Authority Governing Board convene into Executive Session to discuss issues relating to ARS 38-431.03(A)(1) relating to personnel. Board Member Benson seconded the motion.

Vote conducted. **MOTION CARRIED.**

AYES: Becker, Benson, Bookie, Gueltzow, Hunter, Price, Sambol
NAYS: None
ABSENT: None

The AFMA Governing Board convened into Executive Session at 10:48 a.m., and reconvened into open session at 12:15 p.m., with all members present.

Board Member Benson moved that the Arizona Fire & Medical Authority Governing Board place Legal & Intergovernmental Affairs Director Lee Miller on Paid Administrative Leave until further notice. Board Member Price seconded the motion.

Vote conducted. **MOTION CARRIED.**

AYES: Benson, Gueltzow, Hunter, Price
NAYS: Becker, Bookie, Sambol
ABSENT: None

6. SUGGESTED ITEMS FOR FUTURE GOVERNING BOARD MEETING AGENDAS

There were no items suggested.

7. ADJOURNMENT

The meeting was adjourned at 12:16 p.m.

Karen Gueltzow
Karen Gueltzow (Dec 24, 2023 23:43 MST)
Karen Gueltzow, Board Clerk

11.2.23 AFMA Board Meeting Minutes - Final

Final Audit Report

2023-12-25

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