



**MINUTES OF THE WHETSTONE FIRE DISTRICT
REGULAR BOARD MEETING, June 16, 2021**

Call to Order/Pledge of Allegiance/Roll Call/Affirmation of Quorum:

Acting Chairperson, Trevor Thompson, called the meeting to order at 6:00 p.m. The meeting was held in the Whetstone Fire District Station 321 classroom, 2422 N Firehouse Lane, Huachuca City, Arizona.

Members Present: Trevor Thompson, Clerk Acting as Chairperson
Steve Hasson, Board Member
Dave Johnson, Board Member
Bruce Harris, Board Member
Rick Evans, Board Chairperson (Phoned in at 6:04, Trevor Thompson continued to act as Chair)

Staff Present: Cathy Dyer, CFO
IAFF Local 5256
WFD Staff

Absent: Rick Evans, Chairperson

It was determined a quorum existed with five board members present.

Conflict of Interest:

No Board member has conflict of interest

Call to the Public:

No members of the public wished to address the board.

Reports and Correspondence:

Fire Chief's Report: Fire Chief not present, written report provided to the board and read aloud by Trevor Thompson.

Chair Person's Report: Nothing at this time.

Old Business: Review, Amendment, Discussion and Possible Action Regarding...

None

New Business: Review, Amendment, Discussion and Possible Action Regarding...

1. Fire Chief Assessment Center Agenda and Candidate Handout

Rick Evans: Being Careful not to Compromise the confidentiality of the test, I have met with the other Chiefs. They are having staffing problems creating a challenge. Plan is semi-finalized. [Reference to document title Whetstone Fire District Fire Chief's Assessment] This is a draft and not for distribution. Since we have an in house candidate, I assure the board that we are protecting the integrity of the test and that all three candidates are receiving the same information. That being said, we broke down the five categories we agreed on for the assessment center. The first is the review of required experience. We will lay out the qualifications of each candidate in a spreadsheet format and compare them to the requirements in the job posting. We won't be disqualifying anyone based on that but it will show if someone has more of the qualifications than the others and that should weigh in our decision somewhere. Item 1 can be done by the board at whetstone fire in the meeting room. Second Item is the in basket exercise. We will give each candidate a stack of papers that will simulate any memos they would receive, requests from staff, letters from outside agencies, things that a fire chief would typically see pass through their in basket. The candidate will have approximately 30 minutes to read and write what action they would take. This will show us how they make decisions, how they delegate, and the actions they would typically take. The documents will then be collected and scored by an evaluator using whatever metric they decide. Item three is a personnel problem exercise and it is a roll playing exercise. Candidate is briefed on a personnel matter and it's up to them to interact with people who are going to play the role of the subject. The candidate may make a request for the records or to interview related personnel. The evaluators will make notes and we will see how closely their actions fit our policies. They will discuss their notes and assign a relative score to the exercise each of the candidates. The fourth is a group project exercise the candidates will sit around and be given the parameters of a project. They will come up with the plan. The candidates, without a leader will discuss, collaborate and contribute to a shared plan to be submitted to the board. This lets us evaluate how they work together and how they will work with other agencies. The evaluator will watch and again assign a relative score to each of them. The last event is emergency operations tactical exercise. We set up an active emergency situation with animations. We have role players who will respond on the radio to command and play role of the dispatcher. We have been offered the use of the training center in Sierra Vista [Fire] where we can set this up and they will run the mechanics. There will be specific actions that are appropriate to this situation that we are looking for. We are looking for them to take these specific actions and follow appropriate guidelines so they are not putting anyone in harm's way. Evaluators will be watching and recording measurable items. Evaluators will also have the opportunity to provide subjective feedback based on their experiences. They will then assign a relative score to each of the candidates. We are unsure how many incidents we will be able to run. After

these five events the candidates will be called back in for an interview with the board. After all this is complete the board will make a decision at the next scheduled board meeting.

Dave Johnson: My only question is what the times are going to be.

Rick Evans: We are going to have to talk about that we can start at 8:30 and we may have to move some of the events around and plan for travel times between the locations. We are hoping to be able to do this in a single day.

Steve Hasson: You know the five of us are responsible to the community and the actions we take. I have a strong point of view that no one else but the five of us are the final decision makers for who should be the Fire Chief and I have never seen it done before where you bring in people who are not accountable to the public and they get to help us with the final decisions and what if we want to go into executive session? Can we even go into executive session with people who are not part of our board?

Trevor Thompson: Yes, if their presence is relevant for their expertise.

Steve Hasson: Well, it is my position that we should make the final decision. I don't want anybody over here from Huachuca City. They are not stake holders in any way for our district. They are people we receive money from and we certainly owe them all kinds of respect and attention, but they are not part of our board.

Rick Even: [inaudible]

Trevor Thompson: Rick you're breaking up.

Rick Evens: It was never my intent [broken audible] Make the final decision. [inaudible] what I was talking about was getting people involved to evaluate and watch the candidates who might have comments on what they observed because we are not going to be able to have eyes on all these events so we are counting on people with the expertise [inaudible] but not a selection for the Fire Chief. I'm looking at us taking in comment from those assessors and then the board makes the selection. [Inaudible] will make that decision, is my understanding.

Steve Hasson: Well let me clarify. I certainly want the input from everybody but I want the opportunity for us as a board to sit down with these candidates and ask whatever questions I want and then finally make that decision.

Rick Evans: yes, I agree and that is my understanding of what we are doing.

Steve Hasson: And do we have dates yet on these events.

Trevor Thompson: The 28th through the 29th but there is not a hard fast schedule yet. Do we have an idea on the mobility of these training rigs yet?

Rick Evans: I am familiar with them but I have not seen Sierra Vista's [Fire] training rig yet. The ones I am familiar with are usually built into a training classroom and I don't know if we can run it remotely through a radio on a tac channel. So I don't know how theirs is going to go or the travel involved.

Trevor Thompson: I think it would be better to do at all at one location here in Whetstone rather than jumping everybody all over. Because the more travel involved the more likely it is that someone makes a wrong turn, or gets into an accident, whether it's the people proctoring it or whatever. I think if we can get it all here, this is a pretty decent sized room. We should be able to conduct it here I would think.

Rick Evans: Yeah ok,

Trevor Thompson: You know, depending on this training rig that Sierra Vista [Fire] has.

Rick Evens: Yeah that will be the big issue. As far as the Huachuca City Location, It's just seven minutes down the road. We can arrange it here I just don't think we [inaudible] second classroom [inaudible] conduct them simultaneously. We will need room for the candidates, evaluators, witnesses, and we will also need table space for the evaluators to take notes.

Trevor Thompson: The Chiefs office is not being used right now so that's another room we can use to do actions. The events should also not be graded by different people. The same people should be grading all the events otherwise that sets a different standard.

Rick Evans: Exactly, that's what we are looking for so if we can make room in the Chief's office there would be the same evaluators. There just has to be enough room for the evaluator to be writing and not interfere with the scenario. The separation of the location is also for the integrity of the test so people can't listen through the walls.

Trevor Thompson: Couple more questions Rick; obviously the schedule is not finalized yet. We have the events but we don't even truly have the sequence of events. I think item one we can do before the assessment center. That doesn't need to take up anytime during the 28th and the 29th. Do you have the proctors confirmed?

Rick Evans: Yes, we have two from Huachuca City and committed from Fry Fire. I've got one more with corporate experience. We are hoping to get at least three more as well. Like I said we have tentative commitments but everything is based off of other activities

that may pop up. But if we don't have solid commitments either today or Friday then we will have to evaluate how we want to continue.

Steve Hasson: Rick let me clarify; you have five people lined up.

Rick Evans: Actually six.

Steve Hasson: Ok,

Trevor Thompson: so the two from Huachuca City are they Council members or like the City Manager?

Rick Evans: If it's the boards wish to disclose that I will but it's a matter of security and integrity that we not let them find out so that people can't try to contact them and bump them for information. So what is the boards wish? Do you want to know?

Trevor Thompson: Yes I would like to know.

Steve Hasson: Well, you could extend an email to Cathy that she can send to us.

Trevor Thompson: There you go. Just no one respond to the email.

Rick Evans: Ok yeah, I would rather that so we don't have the appearance that someone has a leg up because they have someone to talk to. I will forward Cathy the names and she will send them to you.

Trevor Thompson: Are all the documents created for the in basket and personnel problem exercise?

Rick Evans: Yeah they are, short of the final details on the tactical exercise. The in basket and the personnel problem documents are ready to be printed up, we just have to make sure to preserve the integrity of the test.

Cathy Dyer: I know that the candidates are expecting an agenda of the events. Is there something created? I just need to know if you are going to provide one or if I'm just supposed to let them know verbally.

Rick Evans: Based on this time table and if there is no objection to using Huachuca City, I just know with how small the offices are that it's going to suspend our ability with the testing process because we can't have people coming and going. I need them out of the files. That would void out integrity. I also worry about sound carrying through the walls and in isolated areas with better soundproofing we could ensure that someone won't overhear a discussion and hear what's going on inside the testing room.

Dave Johnson: I could see that if we had more applicants but with only three we could two somewhere while one is doing something.

Rick Evans: Ok, I'm open to that. Again, this is the board's decision.

Trevor Thompson: Ok, so we have it scheduled for two days. All the candidates should be planning on two days. We can do events here two days. And we can get them through that way. I would like to get a more solid schedule.

Rick Evans: Ok, my intent is when we know for sure how many evaluators we have for each event then we are going to print the time table. So, like ok Mr. [inaudible] at 9:00 you need to be here for this event and at 10:00 you need to be here for this event.

Trevor Thompson: Right. So, in my mind that's what should be on the schedule.

Rick Evans: Right. Like I said, what we're looking at is if we don't get firm confirmation in the next two days [inaudible] evaluators [inaudible] come back for two days for the tactical exercise or something like that.

Trevor Thompson: So long as they are willing to do it and capable to do so I don't see any problem with one evaluator doing multiple events. My problem would be...

Rick Evans: [inaudible] changing up the board of evaluators were changing up the different experience and therefore changing the score. Like I said this is the board's decision I'm just trying to coordinate it but I'm willing to go along with whatever the board wants.

Trevor Thompson: So you're looking at possibly three more evaluators?

Rick Evans: Yes.

Trevor Thompson: So what is the break down? Like how many evaluators for the in basket exercise?

Rick Evans: the in basket exercise will have three evaluators, ideally.

Trevor Thompson: the same three evaluators for all three candidates, right?

Rick Evans: Yes, we get three evaluators to look at what the candidates did for the in basket exercise.

Trevor Thompson: And then for the personnel problem exercise? Is that also three then?

Rick Evans: All three evaluators. We've got three opinions [inaudible]

Trevor Thompson: and then the group exercise project is that where we have 3 different evaluators to include the corporate civilian?

Rick Evans: Yes if we choose to use the corporate civilian as one of the evaluators and the other two from Huachuca City and a third possibility being the Police Chief I'm just waiting on confirmation for that. But yes we could do this with two groups of three evaluators just each group would evaluate two events. The tactical exercise we are looking to have evaluated by emergency service certified and qualified personnel.

Trevor Thompson: Does anyone else have any other questions?

Dan Coddington: So I'm concerned about the people we have evaluating, the evaluators we have from Huachuca City and Fry [Fire] that's five. Fry [Fire] is potentially competition for this contract with Huachuca City and then Huachuca City is who were trying to get a contract with why are we having outside agencies like that who could be in competition [or conflict], why would we use them if they both have a stake in this. Why would we use them for the testing purposes or the evals or anything?

Rick Evans: At some point we have to have some experience and professional expertise.

Dan Coddington: Well if we want experience why would we go to Huachuca City? Sierra Vista has way more experience why would we not use Sierra Vista [Fire]? And they have no conflict of interest, no stake in what we're trying to get. Nothing we're trying to put together.

Rick Evans: I understand the concern that they might in the future be in competition for the contract.

Dan Coddington: It's not a might, they are direct competition for that contract. Sierra Vista [Fire] is not.

Rick Evans: Again, we are working with people who have offered to help. It's been a stretch for me to find. It's taken a long time for me to find. Everybody has conflicts on their time and has problems with staffing.

Dan Coddington: Did Sierra Vista [Fire] turn us down on helping?

Rick Evans: Sierra Vista [Fire] has not gotten back to us, and what I'm not trying to do is get down to the wire and counting on a response from them at the last minute.

Dan Coddington: When did this start again?

Rick Evans: A month ago.

Dan Coddington: Gotcha.

Rick Evans: When we first decided it's time. When I came back on the board in December one of the first thing the other board members pressed on me was "Let's get a Fire Chief in here. We are running short staffed. Everybody was doing double duty and double responsibility or more. Let's get a Fire Chief in here." We were less than pleased with the low response, we got a total of eight applications and we narrowed them down to four who met even our minimum acceptable requirements because we had people who had no business applying for the job so we had to cut them. Out of those four one wanted to remove themselves from the testing process. [Inaudible] decided not [inaudible] candidates, one internal two from the outside that I don't know anything about. I don't know [inaudible] so were trying to get a test [inaudible] among several things. I think you would agree that anybody can do a good interview and then when the shit hits the fan their not able to perform in the field. Or they're a tyrant and not going to bring unity or cohesion to the district so the assessment center lets us see that.

Dan Coddington: Sir, I understand what an assessment center does. I get that you have to weed out garbage applicants 100 percent. Everybody applies for something they want. I understand that completely. So I guess my question to you and to offer you help is would you like one of the staff here to help reach out to Sierra Vista [Fire] for you since you're so busy, or Fort Huachuca [Fire] even, or Northwest [Fire], Somebody that doesn't have a direct stake in the other things that are happening here with anything pertaining to our Fire Chief?

Rick Evans: Yes. The answer is yes, Dan. I would love to have a wide variety if there is concern about conflict of interest with Fry [Fire] I have no problem with that. The problem has been, very simply, that I made request, I've made contact and for whatever reason im not getting any commitments or hearing back from people. And that's across the board with departments. I've even gone to Tucson Fire. I talked to Tucson Fire again yesterday that's why I'm up in Tucson they're going, "We like the idea. We would like to help. We'll get back to you because we got all this stuff going on."

Dan Coddington: Ok, so just to reiterate the question would you like the staff here to reach out to these other departments and help you out in contacting them and trying to get an answer?

Rick Evans: Yes, absolutely yes. If you have personal contacts or people that you know that you can pull a favor with or something like that. The Problem has been, like I said, getting a commitment with everyone's crazy schedules. But if you can pull a favor in with someone you're familiar with then by all means, that would be great.

Danny Speer: Ok, so just confirming we have dates and those dates are set with times?

Trevor Thompson and Steve Hasson: 28th and 29th.

Danny Speer: Ok, so if we went to people and said, "Hey were doing testing on the 28th and 29th for Fire Chief. We're looking for qualified officer personnel from your district to come here and help out and get a set in stone dedicated person for that, you guys would be open to that from these other districts and agencies? Were also not shutting Fry [Fire] out totally either. One from Fry [Fire] or two would be acceptable but having them all from...

Rick Evens: Hey Trevor? Can we have this discussion somewhere where I can hear it and follow along and answer questions?

Trevor Thompson: Can you come up closer please? [To Danny Speer]

Danny Speer: So, this is Captain Daniel Speer now. So just confirming the dates are set for the 28th and 29th of this month. So, if we can get dedicated certified personnel from other agencies like Fort Huachuca Fire, Bisbee Fire, Sierra Vista [Fire], Fry [Fire] included as well It's not necessarily a problem with Fry [Fire]. I'd be open to seeing one of their Battalion Chiefs in that process. I would be very ok with that as long as there we're others from other agencies. I don't like that we are utilizing just one. So if we can get those people dedicated that are qualified to do this by those dates you guys would be ok with us doing that and going that route and maybe passing it through Chief Dyer and working with her closely on that to make that these are set in stone for you guys. And were looking for a total of six to nine people?

Rick Evans: My answer is yes [inaudible] and it works out very nicely to have a range of fire scope, if you attend a class by Phoenix Fire they're going to criticize you for not having twenty one engine companies for an initial response and you go "Welcome to the real world."

Danny Speer: Right and that's kind of my point and the point that I think the Firefighters are trying to get across that we don't want to see just Phoenix Fire running this process. We would like to see the peers, the guys we're going to be working with in this county and I understand you already reached out to a few and haven't really got a lot of feedback but we do have some intel and some help that could possible help the board and help this process and get it moving forward. Because that's what we want to see is this process move forward.

Rick Evans: Absolutely, just ask the board while you're there and get a consensus. You know we aren't taking action; we already took action that we are going to use the

assessment center it's just been that I have reached out and not gotten responses or haven't been able to get fir responses.

Danny Speer: Ok we are going to do that then and see what we can pull off in such a short amount of time.

Rick Evans: Ok and get their contact info to me or give them my phone number so that I can get in touch with them.

Danny Speer: Ok, We will probably run a lot of it through Chief Dyer because she's a good point of contact for us to make sure that it's going through to the right person.

Rick Evans: Ok, as long as she gets it to me so I can scribble in the changes as fast as they occur, any other questions or comments?

Trevor Thompson: This would be a question to Chief Dyer and the staff. Could you have a response from your POCs by Monday?

Staff: Yes, we are working on it right now. I think we could make that happen.

Trevor Thompson: Ok

MOTION:	Table this item for a later meeting to be determined
RESULT:	Motion Passed
MOVED BY:	Trevor Thompson
SECONDED:	Steve Hasson

2. Approval of Minutes

Trevor Thompson: The Minutes are not here. What would you all like to do with this? Chief Dyer, the recorder is kind of sub standard?

Cathy Dyer: Yes we have the recordings but the staff member that transcribes them felt uncomfortable trying to transcribe them because everything was so garbled or she couldn't understand it. It just didn't come through clear enough for her to feel comfortable enough to transcribe it so she felt it would be more appropriate for the board to transcribe them since the board was present for the meeting.

Steve Hasson: I'll do it.

Trevor Thompson: Does she have some kind of draft?

Cathy Dyer: She doesn't have anything transcribed. I do have the format though I can have it emailed to you.

Steve Hasson: So I can just listen to it and type something up? Ok and they don't have to be verbatim right? They just have to be a generalized statement? I'd rather sit down and do that for this board rather than us sitting her trying to recollect at the expense of our public, you know, on what we said and what we did. I just think that creates a liability.

Cathy Dyer: Yes, the most important part of the minutes is the motion, who made the motion, who seconded, and the vote, and just a brief description of the motion.

Steve Hasson: Ok, I'll do that.

MOTION:	Motion for Steve Hasson to transcribe the minutes
RESULT:	Passed Unanimous
MOVED BY:	Trevor Thompson
SECONDED:	Dave Johnson

3. Huachuca City Draft IGA Second Review and Approval

Steve Hasson: Yesterday I received a packet, and in the packet there was a copy of the IGA with red strikethroughs, and I want to show the board this. This is what I was asked to clean up for the board and I did on June 2nd and sent a clean copy that didn't have any red to Cathy. So since this isn't the copy that I had provided I went ahead and made my own copies [of the proper document] and I thought I'd just run through it really quick. It's mostly done but there are still some comments and questions that come about. On page 2 it talks about terms and termination and we had a draft for a three year term proposed to us I put in ten year but I am now recommending to the board that we put in fifteen or twenty years. At the last meeting I had asked the staff if they could get minutes from the meeting that we had with the Council and Mayor [of Huachuca City] last fall because I know we discussed time periods. I believe Cathy came across some notes from the Mayor that said he was receptive to twenty-four years. There are three really good reasons for having long terms. One is staff retention and recruitment. I have done the research and this area is going to grow. This agency is going to have to make some financial decisions on major pieces of equipment and if we don't have a long term contract with Huachuca City and we make a purchase of equipment predicated on their needs as well as our own and they bail on us then we are stuck with a piece of equipment that we might not be able to afford otherwise and could put us in financial distress. I am therefore recommending to the board that as this thing moves forward we look at something longer than ten years. Last meeting we also talked about fire suppression and I put that the agreement will follow WFD's response plans that follow NFPA. We also changed the ICS class pumper. Another thing that is on page 3, this

agency and Huachuca City utilize International Fire Codes that are from time to time updated. There was discussion that 2015 would be what we use but there was also discussion that 2018 is what other jurisdictions are using. So, I think the board needs to determine which IFC we will be using. Another issue that came up that was important was about access and security on page 5. There was concern that Huachuca City Staff could stroll in at any time and the concern was about protecting WFD employee's possessions. So I added some language there that better describes when and how they have access and if they want to have access outside of those time periods, how that occurs. Another thing that is important to me is that the contract reads that we can increase the cost annually by three percent but what is that cost based on if anything and what if one person says it's this and the other person says well sorry I'm not interested. So instead I've included language that says the adjustments shall be made by a economic measurement related to fire suppression and other related service cost to reduce the impact of inflation. On page 7, I change quarterly reports to biannually because I don't know how much of a task that is. On page 11, I just want to say that we need to evaluate our insurance policy limitations to make sure they are adequate. On page 18 and 19, there are provisions for fire prevention and it states that we will use uniform personnel and my question was just do we have other than uniformed personnel? It also talks about consulting. It says that the District will provide consultation to a whole variety of individuals and I would like to know if we have the resources to provide these consultation services. I also see that there is language that says we will inspect all these places I just want to make sure we have the resources to do that as well. Also there's language in here that says we need Huachuca City personnel's authorization to provide certain inspections. I think that if we need to make an inspection we shouldn't have to go to Huachuca City and ask for permission to make that inspection. At the bottom of page 20, it talks about us needing Huachuca City's authorization to levy fees for services rendered, and again, I think that if we need to charge for a service and we have built that into a structured system then we shouldn't have to ask for permission to charge for that service. There is also language that talks about if there is a disagreement between Huachuca City and WFD who should be the final arbiter of that process. It says it should be the town manager but I feel that in relation to issues being with fire suppression it should be the fire chief and that we should have some sort of appeals process through the fire board. Also we have this huge list of inventory and I don't know that we need to inventory all this stuff or not. I do think that we need an inventory process and the way I think we should do it is to just video tape everything. It seems like the whole reason for an inventory is to know when to replace a piece of equipment. But to me the reason we inventory is to let the tax payers know that we know where the equipment is and how it is and if we ever go the insurance with a claim we can show them on video that we indeed had it and this is what it looks like.

Rick Evans: I have not seen the nice clean version Steve is talking about I will need to swing by and grab a copy. Big picture what is a concern for me is that if we put

something we are going to do in the contract that we are able to deliver on it. I also think it's important for us to assess the cost to us for the services and knowing what it is costing us we can charge appropriately. As for the inventory there are policies and procedures for doing them that were adopted by board action. So unless there has been board action to replace it with something new, you referred to chapter 15 but I'm looking at chapter 11 which spells out the inventory procedure. And I do think that it addresses your concern. Furthermore, The Fire Code, whatever one is adopted, dictates that the Fire Chief has the ability to decide what hazards outside of the code exist and how to require mitigation by the property owner.

Steve Hasson: I agree.

Trevor Thompson: any other comments from the board members?

Rick Evans: I feel that with this agenda item being listed as a final copy I would like the time to get a copy and review it myself.

Trevor Thompson: I defiantly agree.

Steve Hasson: I feel that this item still needs further review and that we should ask Huachuca City for another extension so we can work on it.

MOTION:	Move to table this item for a future meeting
RESULT:	Approved, all in favor none opposed
MOVED BY:	Trevor Thompson
SECONDED:	Steve Hasson

4. Acceptance of the highest bid for the W8 Wheeled Coach ambulance

Cathy Dyer: We actually had a really successful experience with the auction being our first time on Public Surplus. At the close of auction we did make some sales, but the apparatus in question came in just under the reserve of \$8,000.00. The bid was for \$7,100.00. The other ambulance exceeded its reserve going for \$10,101.00. If the board decides to they can accept the high bid, otherwise it will repost and go back up for auction again.

MOTION:	Move to accept the high bid of \$7,100.00 for the ambulance
RESULT:	Approved, all in favor none opposed
MOVED BY:	Steve Hasson
SECONDED:	Rick Evans

5. PFFW IAFF Local 5256 Presentation to the WFD Board of Directors

Michelle Speer: Mr. Evans Can you hear me ok?

Rick Evans: Yes

Michelle Speer: Ok, What I have here stems from an email that raised some concerns with us and so what we did was compile our concerns so that we may present them to the board. I wish you were here in person sir [Rick Evans] so you could have a copy to read. I can email you one so you have it but for now you're just going to have to listen to me. [Reads letter of concern]

Points of concern presented:

- Lack of progress in selecting a Fire Chief
- Mr. Evens is more focused on operations pertaining to the HC IGA and negotiating terms with Huachuca City, as well as other district Fire Chiefs, outside of his scope as a board member instead of the Chief Assessment Center
- Mr. Evens acts like he is the Fire Chief, and not talking to the acting Fire Chief
- Mr. Evens Has been having meetings with Town Manager and other District Chiefs without AC Foster knowing about them.
- Mr. Evens questioning the charges for our services
- Mr. Evens concern about 324 crews needing to travel to station 321 to conduct NFPA required physical training stating that it was ten miles away when it is actually 5.4 miles and less than seven minutes away.
- The questions about what happened to the weight equipment at 324 [owned by former Huachuca City personnel who have come to reclaim it] could have easily been answered if anyone had just asked a 324 crew member
- Discussing staffing plans with Fry Fire District on his own outside of his duties as a board member and discussing what he presumed was a weakness with an agency that had also put in a bid for the original Huachuca City IGA. The concern being that it could jeopardize the contract renewal and cost some WFD members their jobs.
- Mr. Evens believes Station 321 should not respond to 324's area when they are busy on another call in case there is a third call in 321's area, and instead call for assistance from Fry Fire. This is a common practice we should not have to rely on another agency when we still have units available.
- Mr. Evens has yet to speak with a single employee from station 324 but will meet with the town manager and criticize the way that 324 operates.

Michelle Speer: We would be happy to discuss these concerns further with the board to include Mr. Evens. If there are questions about what email was sent it was from Mr. Evens to CFO Dyer, AC Foster, and anyone else it concerns and it most defiantly concerns The Union. It doesn't seem that your intentions are in the best interest of the Fire District. If anything it seems you interest are in the best intentions of Huachuca City and that is very concerning to us. Especially with how involved you have Huachuca City in the selection of our new Fire Chief. We are very interested to hear what you have as a response and we have most of our members present if you have anything to say.

Rick Evans: Ok since this is a written communication I would like to ask for the opportunity to respond in writing to each of the concerns individually, but as my response right now I would like to say that this is the first time I have heard any of these concerns. There is a lot I disagree with as far as the board members duties in setting policy and negotiating with other agencies.

Michelle Speer: The board, yes but not you as one individual. As far as I know I don't think the board even knew you were conducting these negotiations and if they did I stand corrected.

Rick Evans: Ok again I would like to respond in writing rather than sit here and try to answer each concern and shoot from the hip and potentially get into to an argument here. I don't think that is your intent. I believe your intent is to bring these concerns up and get a response for the concerns.

Michelle Speer: Well I think our biggest concern is just that you are not including AC Foster. Some of these questions I do feel like you can answer now. For instance, why are you meeting with the Fry Fire Chief and talking about operations? And why did you not invite the Acting Chief who you guys decided to make the Acting Chief and have him be a part of that conversation?

Rick Evans: Again I'd rather not get into a back and forth with you here.

Michelle Speer: Well actually that was the whole point of having this as an agenda item.

Rick Evans: Ok well, I am not going to do that until I have had a chance to read the entire memo that you have written. There are a lot of things that we disagree on regarding the duties of a board member to get into operational things and I have discussed them with Chief Foster and Chief Dyer. A lot of these things weren't planned and were just about getting information. I'm trying to get my feet underneath me and figure out where we stand and what is still being done and what is falling by the wayside. What I keep hearing repeated is if we are having a tough time filling these slots...

Michelle Speer: No sir we are not having a tough time filling slots. We are filling them and yes we are incurring a lot of overtime but the way you made it seem in your email was that we are not capable of staffing that station and that's not accurate.

Rick Evans: Well I don't know how that got interpreted but that is not what I was talking about. What I was talking about was cooperation because what I have heard from staff many times is that we are having a tough time hiring people and a tough time trying to fill slots. Chief Foster has had to fill slots on the engine some time and what we are doing is saying let's explore what we got out there as a reserve resource, were talking about having a volunteer program and seeing if there are people in Huachuca City who are qualified and willing. My intention is not to make changes but I will be looking to explore options on what can be done. So that's probably not going to change. And you go through our board articles yes we are supposed to watch that we are not micromanaging the Fire Chief and letting operations run operations but policy and big broad decisions like IGAs are the responsibility of the board.

Michelle Speer: I think you are missing what I'm saying. I'm glad you keep bringing up the board because you're right that is how it is supposed to be done, but that's not how it's being done. You yourself have been going and having conversations in private with the Huachuca City Town Manager and the Fry Fire Chief and have probably not recorded anything. I'm not missing that point and neither is my union.\

Rick Evans: I'm disappointed that that's how it's been interpreted. I've known Mike Savage and we have reached out for help with a variety of thing and I have to know what help is available. I can't sit here and listen to everyone say we need assistance with this and not ask any questions about what the lay of the land is. And I think you are misinterpreting that I intend to take action just because I go and talk to somebody. I have the ability and authority to go talk to somebody but I do not have the authority to take action on behalf of the district other than with the majority vote of the board under open meeting law and I have not done any of that. I've talked to people trying to learn what the situation is in the county as I go which is what I think you're misinterpreting as I am trying to get involved. I was specifically asked to come back on the board because I have ten years of experience where we took it from a class 9 to a class 4. I also have 40 years as a professional firefighter and manager. People asked me to come back on the board so they could tap in to what are appropriate staffing or ideas and solutions that I could suggest and the board can deliberate and either take action on them or not. Not everything I suggest is going to be a working solution. But at the same time I had people asking me for ideas, that is one of the reasons I was asked to come back.

Michelle Speer: I feel like we are not getting anywhere I'm just glad that the board gave us an opportunity to speak and that we got to hear what Mr. Evans had to say. Does anyone have any questions or opinions?

Steve Hasson: I will say this, I think Rick should have a chance to read this and produce something in writing that way all of us can see what his views and values are on the subject. One thing that jumps out to me, Rick, is an appearance issue. I think the simple cure for that is; if there's suspicion that you're in cahoots with someone or taking on operational matters that are beyond your scope or view, that you simply invite one of us to come along. I don't recall you ever asking any of us to join you and I remember when you came on this board you said you were one of five but I have personally gained a feeling over time that you are one of one. And it shouldn't be that way, Rick. There's no reason if you are going to meet with the city manager or Fry Fire that you can't call one of us up and say "Hey, do you want to come along?" It also leaves the impression that you know it all and that you'll repeat back to us what you've learned. And I'm not criticizing you, I think you do a good job but I can tell you by looking out at the staff present that they are frustrated and that's not something that we need here.

Rick Evans: Ok, I agree with you. This came as a surprise to me because I have not had anyone sit down with me and tell me these items before and it is unfortunate that it has come to a point of great concern and frustration for everybody. I would like the opportunity to sit down tomorrow and read this memo and sit down with everybody and see if we can find a happy middle if I need to adjust my behavior to fit the boards wants and if not ill be more than happy to go on down the road. I've been on the board before where it was a battle to get any progress done and I don't ever want to do that again.

Michelle Speer: That's exactly what we are feeling right now though Mr. Evens. You have been on the board six months now and you said you don't want to get down to the wire but here we are two weeks away from the Chief's test and you only have a draft for the assessment center. Also I did send the letter with our complaint to your email just now so you can reference it.

Cathy Dyer: I will also get you guys a cleaner copy of the email in question. It has circulated and I believe you all were forwarded a copy but I will get one that has all the replying messages expanded to make it clearer.

Rick Evans: I did just receive the memo and would like an opportunity to reply in writing and see where we can go from there.

Cathy Dyer: I know as well that Chief Foster and you had a brief discussion about it in the office where you explained that our perception was skewed so I do think you have my response that addressed ...

Rick Evans: Yes I do have that response and I have that saved.

Cathy Dyer: Ok so that's the email in question that stemmed this complaint

Rick Evans: Ok so my original email and your response was what got circulated?

Cathy Dyer: Yes

Rick Evans: Ok that's fine. I want to thank everyone for being so forthright I value honest opinion more than anything else. I will take a look at the memo and respond in writing if that's ok.

Danny Speer: Yes that's fine I do also want to let you and the board know we had also spoken about this with the two chiefs, Cathy Dyer and Sam Foster so they are also in the loop we wanted to make sure we were going up the chain of command so everyone is involved in this process and everyone is aware of what our concerns are.

Trevor Thompson: So rick I also have a four page letter from Chief Foster and I don't really feel like reading a four page letter so we will email that to you as well.

MOTION:	Motion to table this item for a future agenda
RESULT:	Approved, all in favor none opposed
MOVED BY:	Steve Hasson
SECONDED:	Dave Johnson

6. Acceptance of the May 2021 Financial Report

Report presented by CFO Cathy Dyer and reviewed by the board.

MOTION:	Motion to Accept the Financial Report
RESULT:	Approved, all in favor none opposed
MOVED BY:	Dave Johnson
SECONDED:	Bruce Harris

Future Agenda Items:

June 23, 2021 special meeting

- Assessment Center finalized presentation at
- Purchase of a new recording system with multiple microphones
- Transfer operational assets to capital account

Board Member Comments:

Steve Hasson: in regards to using staff volunteer to transcribe minutes, over long period of time has liability. Maybe we can run an ad in the newspaper for someone to do the work on a monthly basis for compensation and we would have more reliability.

Adjournment:

MOTION:	Adjourn the meeting at 8:24 pm
RESULT:	Approved, all in favor none opposed
MOVED BY:	Dave Johnson
SECONDED:	Bruce Harris

Trevor Thompson, Chairperson

Sam Foster/ Acting Chief

Approved: _____