



LAKE MOHAVE RANCHOS

FIRE DISTRICT

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MINUTES OF SPECIAL WORKSHOP MEETING OF THE LAKE MOHAVE RANCHOS FIRE DISTRICT GOVERNING BOARD WITH THE GOLDEN VALLEY FIRE DISTRICT GOVERNING BOARD

*The Governing Board of the Lake Mohave Ranchos Fire District met in a Special Workshop on **May 15, 2019** at **9:00 a.m.** The Meeting was held at **the Golden Valley Public Safety Training Center** located at **423 S. Colorado Rd. Golden Valley, AZ 86413**. The Board may vote to go into Executive Session on any Agenda item, pursuant to A.R.S. §38-431.03(A)(3) for legal advice with the District's Attorney on matters as set forth in the Agenda item. The following topics and any variables thereto, will be subject to Board consideration, discussion, approval, or other action. All items are set for possible action.*

SPECIAL WORKSHOP MINUTES

1. CALL TO ORDER.

- Chairman Juneau called the meeting to order at approximately 9:00 a.m.

2. ROLL CALL OF BOARD MEMBERS.

Golden Valley Fire District Governing Board:

- Director Tony DeMaio *; Director Randy Osborn, Clerk Neal Bellew and Chairman Gary Juneau were present. Director Sue Foster was absent.

Lake Mohave Ranchos Fire District Governing Board:

- Interim Chairman Ellen Reh-Bower, Director Charlotte Kiffer, Director Joe Campbell and Director Debra Cass were present.

It should be noted that Director DeMaio did not mention he is also the current LMRFD Chief.

3. PLEDGE OF ALLEGIANCE.

- The Pledge of Allegiance was recited.

4. BUSINESS. *Public wishing to speak on agenda items must complete a speaker card and present to the Board Clerk prior to the start of the meeting.*

A. Discussion only: Discussion of IGA (Intergovernmental Agreement) with Lake Mohave Ranchos Fire District for possible Chief's services and administration services. Discussion of needs and compensation regarding same.

- Chairman Juneau asked Chairman Ellen Reh-Bower to speak first. Reh-Bower thanked the GVFD Board for considering this management agreement and inviting LMRFD Board to this meeting. The LMRFD Board is looking to secure management services. We will not need administration services; our Administration Assistant will be staying, and we have a **Part-time** volunteer in the office a few hours a week. We will be hiring a part time person for the office in the new budget year. We may have a brief need for the administration duties that our Chief is currently doing. We primarily need Chief services on a contract basis.

Director Bellew inquired about the staffing levels. Reh-Bower stated that they are budgeted for six full time positions that have never been filled; we have one full time EMT. **Bellew inquired if that has been worked on for the past 3 months. Reh-Bower said Chief DeMaio had put out an ad in January, we have a**

constant need for personnel. Since our last meeting here we have stepped that up and our Administrative Assistant has ads out in other places. And I am not sure if we have had any responses back from that, but our 1 person on full time shift is actively pursuing other personnel who worked for LMRFD before insolvency. We are currently advertising for full time and working on more volunteers. Bellew remarked that except for the 1 full time staff person you are operating using POCs. Reh-Bower said that is what we have been doing for the last 3 years, but there is potential for 2 full timers coming back. Bellew asked are you running full crews right now? He said that the way it is suppose to be is 2 full timers Dolan and POCs in Meadview. He also inquired about an office person, and Reh-Bower reported there is funding for that paid person in the upcoming Fiscal Year budget. Chief Cunningham asked what are the administration duties that the current Chief is currently doing? Reh-Bower reviewed the items and stated that it would be just for the month of June. Cunningham asked how much time they are expecting us to be in the office? Reh-Bower stated that 2 or 3 hours once a week would be enough. She asked LMRFD Chief DeMaio to clarify a couple of tasks, which he did. Cass acknowledged that scheduling crews is part of the Chief duties. Cunningham stated, as he had previously said to Reh-Bower, that his biggest concern is personnel. You don't have the people in place, and we don't have the personnel to send out for your loss of personnel. I'm talking about full time positions; you can have 30 POCs but you can't make them work because they are part-time. You need vetted people, you need paramedics. You have a Certificate of Necessity (CON) that means a lot to your budget but mostly to the people that live in that area. That's what happens to smaller fire districts, they get a CON and they can't maintain it. If you lose your CON you are looking at AMR for ambulance service. I have not spoken or discussed about this with AMR but it is unlikely that you would get an ambulance stationed in Lake Mohave Ranchos. Reh-Bower acknowledged that. Cunningham said that is 45 minutes to an hour response time as compared to 5 to 7 minutes now. Someone having a heart attack may not survive, because they are waiting 45 minutes to an hour for a response, this is extremely important. You can't run an ambulance service with EMT's. I'm not comfortable stepping into this situation without you having the proper staffing. We can train people; we have certified training personnel within our District. As long as they have their EMS and Firefighter I and II we can help train new firefighters; but we can't make them Paramedics. Cunningham said he is concerned with the lack of personnel and medics. There are other concerns, but this is the big one. I believe the cart may have been put before the horse and these things should have been maybe done a long time ago.

Your Chief's retiring, for whatever reason he is retiring and the bottom line is we know, we know why your Chief is retiring; your(you're) letting a qualified person go before you have everything in place. I don't want to be micromanaged; you ask me to do operations for your fire district I expect you to let me handle that. National Testing Network is something that you should put in place. If you could afford that and the Chief brought it up once before that's probably something that should have been done. You are not going to find people around here that don't already have full time jobs. You are going to have to attract people from outside the area. If you can fix the personnel issue with your current Chief before he leaves than we can have a discussion beyond that.

Juneau asked if they have any applicants. Reh-Bower stated that we have two applicants for the Fire Chief position but none for Firefighters. Cass asked Chief Cunningham what agility testing GVFD uses for hiring. Cunningham stated that we have a CPAT through National Testing Network (NTN) then they must pass our own agility test. That cost of NTN is \$500 per year, to set up the CPAT was a onetime fee of \$1,500. Reh-Bower stated we don't have the money in this fiscal year budget for NTN, and it is at the top of the list to be done. Kiffer asked what GVFD can offer LMRFD. Cunningham stated that this situation is similar to what Kingman Fire is doing with NACFD, on a smaller scale. You are getting two Chiefs for 1, Fire Marshall, 3 Fire Investigators, Certified HazMat personnel, certified fire

instructors, certified CPR and First Aid instructors through American Heart, public education, certified driver training. If this was to move forward, we would expect the standards there to be the same as here. We have a lot to offer. We would like to share those things with you and we know that eventually, like the other chiefs have said, this is the future of Mohave County and the future of Arizona, Districts are trying to join forces just because of things like this like now. Some Districts are able to reciprocate personnel and equipment but that is not the case here. Your location makes this hard for any District to reciprocate for personnel and equipment. Your equipment and staffing is minimal so there is not a lot of things that GVFD can receive from LMRFD except for monetary. We don't have the personnel to send out but if we did LMRFD would have to pick up the cost for not only that person but the person who is back filling for them so we can stay at our staffing level. I feel we have things to offer but it comes to LMRFD's geographic location. I would like to see this happen because this is the direction things are heading in. We have the ability to help but we are limited and it comes back to the personnel, you can't be a Chief of a place if you don't have any employees. That's definitely something that has to be worked on. Reh-Bower stated that the personnel issue has been an issue for many years and in the last few years and we can't seem to get up to speed with other than POC's.

Campbell asked if we get more volunteers, especially in the Meadview area where we only have 1 volunteer, do you have the ability to help train them? Cunningham said absolutely we can train but we can't put volunteers on shifts, they don't have the proper certifications. That is a huge liability that we are not willing to take.

Kiffer asked how to calculate what the cost of services would be if we worked out a temporary or more than temporary agreement. Cunningham stated we would start at what NACFD was charging in 2013 and bring that forward with CPI increases and add to that for the added services we can provide. We would have to start with that cost, and add CPI and something added to that. The whole purpose of this is to help you save some money. We don't want to take all the savings from the Chief's position, but we have to be compensated for our services. Golden Valley taxpayers can't pay for any of this. We would like to see you save money to put back into capital and maybe some of your personnel. You may have to look at your starting salary or benefit packages to entice people to go out there. He said the cost would be based on the amount of time a Chief would go out to LMRFD, what they have to offer and the CPI. Kiffer asked if Chief Cunningham had the opportunity to look at the NACFD agreement with LMRFD, and he said he did and he spoke with Chief Moore. Cunningham said if we were going to move forward he would look at that more heavily with Chief Moore. He indicated what LMRFD is wanting to do is good because the alternative, whether it is someone in your organization or somebody else it could impact the future of LMRFD. **Chief Cunningham recommended not "throwing an unknown, not as well respected" person into the Chief position as the LMRFD might not get as much help from the other Chiefs around who all work together and get along.**

Kiffer sought clarification and asked are you saying that unless we have staff up to a certain level you are not interested even in an interim contact. (contract) with LMRFD or you would be interested in an interim but that would have to be a main focus putting a lot of our effort to bringing it up to snuff?. As Chief Cunningham started to answer **GVFD Board member Tony DeMaio called "Point of Order" saying to Chief Cunningham it is not up for discussion leading to a possible decision,** and you may want to stay away from it. Cunningham stated that getting into something that is a huge concern they he get into something that is not basically stable, and as a Fire Chief he doesn't want to be a black eye for LMRFD or the GVF Board then have GVFD and myself be blamed for LMRFD failing. Cunningham said the first thing he would do is National Testing and the money should be found to do that. Bellew stated he has been with the District for over 30 years and has seen Boards tell chiefs what

to do and that is not the way it is supposed to work. It his personal opinion is that he is not going to tell our Chief to go out and run something that is really not there. We take this on, and you lose your CON then GVFD is to blame.

Reh-Bower asked if we need to get our personnel up to 6 full time or 3 full time paramedics on shift then would you in order for you to consider a contract? GVFD Board member Tony DeMaio called "Point of Order" saying we are not here to make decisions, this is discussion only. I don't feel comfortable saying if you do this then we will do this, but we can definitely recommend. Cunningham said that it takes 2 people to operate that ambulance. You could run with one Paramedic and one EMT. You are looking at least 3 Paramedics and 3 EMTs. Cunningham said he knows they have one, with Cass clarifying it was an EMT.

Osborn stated that these questions are operational as a Board we have options, but it is the Chief that we look to for the answers. You should be asking your own Chief these questions. Kiffer asked Chief Martin about when our Chief went on vacation and GV covered. What does that mean, cover? DeMaio interrupted and said he would clarify and he explained that it was a gentleman's agreement that I made with Dave Martin based off of our mutual aid agreement. Martin provided only Chief officer call out or instruction was needed. He did no administration duties. It was a gentleman's agreement based off a Mutual Aid Agreement between the 2 Districts.

Juneau asked if there are any other questions or comments. Reh-Bower said she knew what LMRFD needed to do. Cass said I am not saying anything; I might get myself in trouble.

Juneau asked if any of the public would like to speak.

Lovelle Barnett asked if a service agreement was put in place would the Mutual Aid agreement be cancelled? Juneau stated that they would have to discuss it then get back with her.

5. ADJOURNMENT.

- Chairman Juneau adjourned the meeting at approximately 9:40 a.m.

MINUTES prepared by: Mindy Kindelberger

Date: 05/15/2019

*Minutes were prepared for Lake Mohave Rancho Fire District by Golden Valley Fire District as stated.
(This is a working draft, until Board approval)*

NOTE: Addendum - Minutes prepared by Mindy Kindelberger from GVFD for LMRFD, as stated, have an addendum for revisions from LMRFD to be included. Addendum includes 'highlights' of revisions, from LMRFD Board Members Director Reh-Bower and Director Kiffer. Addendum/revisions completed 5/21/2019.