

**FRY FIRE DISTRICT
MINUTES OF REGULAR BOARD MEETING
January 25, 2022**

CALL TO ORDER

Mr. Huish called the Regular Meeting of the Fry Fire District Board to order at 6:02 p.m.

ATTENDANCE

Board Members in Attendance: Joseph Huish, Board Chairman
Eric Andersen, Board Clerk
Robert McMurtrie, Board Member (electronically)
Thomas Tucker, Board Member (electronically)
Norman Sturm, Board Member

Board Members Absent: None

Staff in Attendance: Mark Savage, Fire Chief
Diana Jones, Billing Supervisor
Ben Archer Clowes, JVG
Steven Rodriguez, JVG

Others in Attendance: Employees, Retirees, Former Employees, Friends
and Family for the Axe Presentation to Ben Keating

PLEDGE OF ALLEGIANCE AND INVOCATION

Mr. Huish led the Pledge of Allegiance and Mr. Sturm gave the invocation.

CONFLICT OF INTEREST

Mr. Huish reminded board members that they shall declare any conflict of interest. No board member declared a conflict at this time.

CALL TO THE PUBLIC

Mr. Huish opened the call to the public at 6:02 p.m.

There were no comments from the public.

Call to the public closed at 6:03 p.m.

EMPLOYEE RECOGNITION

a. Retirement recognition for Engineer Ben Keating

Chief Savage presented Engineer Ben Keating a retirement axe for his many years of service with the Fry Fire District. Ben Keating's wife, Suzie, was also recognized for her support throughout his career.

FINANCIAL REPORT

- a. Review, discussion and possible action on the monthly financial report for December 2021.

Steven Rodriguez from James Vincent Group (JVG) gave a PowerPoint presentation reflecting the financial reports for December 2021. Mr. Huish asked about the revenue for the administration of the COVID-19 vaccinations and our employee expenses to provide the vaccines. A discussion followed. The board reviewed the warrants for the month and there were no questions.

Mr. Sturm made a motion to approve the December 2021 financial reports. Mr. Andersen seconded the motion.

Vote: 5-0.

Motion Carried.

CONSENT AGENDA

- a. Approval of Minutes for the Regular Board Meeting on December 28, 2021.

Mr. Andersen made a motion to accept the Regular Board Meeting minutes of December 28, 2021. Mr. Sturm seconded the motion.

Vote: 4-0, Mr. McMurtrie abstained.

Motion Carried.

- b. Review of monthly response data provided in packet (no action required).

Chief Savage gave a brief description of the monthly and yearly response data provided to the Board. Mr. Andersen requested call data from 2019 for the year-over-year line chart.

No action was taken on this item.

COMMAND STAFF'S REPORT

Chief Savage reported he offered to cover costs associated with repairs to the truck we borrowed from the City of Sierra Vista last month. The reserve engine we borrowed experienced mechanical issues during a training session.

We were able to duplicate a transmission issue with E365 and hope to begin working to repair it now that we have the error codes. Mr. Ayers has the rest of our apparatus up and

running and was recently able to perform some repairs for an engine and two ambulances for the Sunsites-Pearce Fire District.

The new Type 1 continues to experience delays in delivery. Last week Meritor completed the brake and driveline inspection and certification; fortunately, the driveline doesn't appear to have been impacted by a recent recall, and we are optimistic they will send it our way very soon.

CORE has completed almost all of the concrete work on Sta. 365 and are making quick progress with the interior framing in Phase 2. The duty crews will be happy to have access to three showers for faster decontamination after fires, and exhaust fans have been installed in the apparatus bays. The update received this morning has us moving in sometime in mid-March. We made our first rent payment to our new landlord, Copper Queen Community Hospital purchased the building, and we are incredibly happy with the support they are providing.

Canyon Vista Medical Center (CVMC) and Copper Queen Community Hospital (CQCH) continue to bounce into and out of crisis status, with CVMC routinely going on divert, which has resulted in some of our patients being flown to Tucson for emergent care. Hospitals across the county are continuing to experience a post-holiday surge with an anticipated peak in COVID-19 patients projected to occur in mid-February.

Much like Sierra Vista Fire and Medical (SVFMD), we are continuing to see some COVID illnesses in our employees but haven't experienced any critical shortages yet. Hopefully, we will be able to slow its progress through staff and not trigger our catastrophic staffing plan or mandatory holdover.

Employee physicals are ongoing this week with Lifescan Wellness. So far, the feedback has very positive. Employees seem to really appreciate the extra time and attention they have from the providers as well as the comprehensive ultrasound scans.

We successfully closed out the 2018 Wildland Fire Hazardous Fuels Grant, over the course of the last few years, we treated an additional 110 acres in and around Ramsey Canyon with a total of \$111,074.44 reimbursement funds from State Forestry. The final report and photos were forwarded to the Board Members earlier today. The Douglas crew is continuing to make progress under our 2021 Hazardous Vegetation Removal grant.

We also closed out our Fire Prevention and Safety grant for smoke detectors with Fire Marshal Shiver continuing to provide and install residential smoke and carbon monoxide detectors in homes across our district.

We also submitted a grant request for 15 vehicle-based routers with the potential to extend broadband coverage both for data and radio-over-internet-protocol to our emergency scenes to FEMA.

Chief Seamans is continuing to work with Chief Meeker to refine the county-wide Fire Station Alerting data in anticipation of presenting it to the Cochise County Board of

Supervisors in the next few weeks. We are incredibly hopeful that they will support the project for fire department and EMS agencies across the county.

Chief Savage continues to serve on the Southeast Arizona Communications JPA Board and with the committee working to update the IGA and Bylaws. They are progressing through the IGA and Bylaws quickly and anticipate moving on to the service agreements and funding formulas in the next few months.

Chief Savage met with Whetstone Fire Chief Robert Jarvis to discuss their responses into our CON in Huachuca City. He believes their Board met and decided to stop billing patients in the Town of Huachuca City for their responses. Some personnel have reported that they may not be cancelling our units when there isn't no medical need. Chief Savage will follow up to determine whether that is the actual practice or not and remains optimistic that we will be able to continue working collaboratively together.

UNFINISHED BUSINESS

- a. Vaccination Policy / OSHA Covid-19 Plan update.

Chief Savage stated the Supreme Court issued their ruling on the CMS case a few weeks ago. Following that, CMS issued some new guidance last week for Arizona and other states impacted by the injunction. Local hospitals may be working through the guidance currently but there isn't anything new to report from them as far as a timeline or specific requirements are concerned.

No action was taken on this item.

NEW BUSINESS

- a. Review, discussion and possible action regarding Staffing and Leave Management Guideline.

Board Members received a draft Operating Guideline for staffing and leave management that seeks to consolidate the procedures for requesting various types of time off we currently offer: A/L, Sick, EPST, Jury, Bereavement, Administrative, etc. It was developed with the input of our BCs and Labor with the goal of minimizing the daily disruption of PTO on staffing and hopes to allow better lead time for employees who are assigned to temporary duty at other stations. Although we haven't had to use mandatory overtime to fill staffing yet, we have been right on the edge of minimum staffing levels and put together a spreadsheet to track it if it is required so that people held over for coverage aren't used repeatedly. A discussion followed.

Mr. Sturm made a motion to accept the Operating Guideline and direct staff to revise Leave Policies to refer to the Staffing and Leave Management Operating Guideline. Mr. Andersen seconded the motion.

Vote: 5-0.

Motion Carried.

b. Review, discussion and possible action regarding Huachuca City Proposal.

Chief Savage stated we are working closely with JVG to develop three different options for the Town of Huachuca City. The first is for 24/7 coverage with two personnel. The second is for peak hours coverage with two personnel. The third is to provide them with management services only, allowing them to remain the employer of record. Mr. Sturm asked for clarification on the personnel we would provide. Mr. Huish asked about their apparatus. Mr. Andersen asked about their fire station. A discussion followed.

No action was taken on this item.

c. Review, discussion and possible action regarding District Staffing and Deployment.

With Battalion Chief Popp's retirement this year and Fire Marshal Shiver's next year we started discussions on moving current BCs into exempt positions and placing them on days. Chief Seamans has shown an interest in assuming FM duties. The daytime exempt positions should provide them with additional time to complete their administrative duties and get off-the-truck more and out to our other stations with an opportunity to improve leadership and communications with our personnel. This would require some rotating on-call time both on-duty and after hours to continue supporting scene operations and fill emergency incident management roles.

Benefits include limiting the dual role of our BCs who often function both as a BC and Engine Captain. It would also limit the dual role some of our Engineers have, often acting up into the Engine Captain role when staffing permits a stand-alone BC.

Proposed deployment with BCs off-shift would require three Captain promotions to fill the double-role they are currently filling, and likely see Engineers at Sta. 361 moving out to Sta. 365 and being replaced by a Driver / Operator qualified Firefighter due to the low frequency of Engine calls from that station.

Mr. Sturm asked about coverage after hours. Mr. Tucker states he would also like to see an example of a perfect end state without budget limitations and asked whether the proposed deployment includes a company officer at each station. A discussion followed.

No action was taken on this item.

REQUESTS FROM BOARD MEMBERS

Mr. Huish would like to discuss the wildland deployment questionnaire regarding vaccination status. Mr. McMurtrie would also like to discuss the impact of not implementing vaccination requirements for wildland deployment. Mr. Sturm asked about California's wildland vaccination mandates.

ADJOURNMENT

Mr. McMurtrie made a motion to adjourn the Regular Meeting at 7:34 p.m. Motion seconded by Mr. Sturm.

Meeting adjourned at 7:34 p.m.

DATED THIS 26TH DAY OF JANUARY 2022.

Eric Andersen, Board Clerk
Fry Fire District Board