



MINUTES OF THE BUCKSKIN FIRE DEPARTMENT DISTRICT FIRE BOARD
05/11/21-Open Meeting: Minutes to be approved at open public meeting on Tuesday, 06/22/2021. A Budget Workshop and Open Meeting of the BucksSkin Fire Board convened on May 11, 2021, that started at 6:00 pm in the classroom of the BucksSkin Fire District, located at: 8500 Riverside Drive, Parker, AZ 85344 that convened at 6:00 pm. The following matters were discussed at the Open Meeting.

Work Session

Work session began at 6:00 to discuss budget for 2021-2022. It was temporarily stopped at 6:02 to move to Agenda item 6 and Agenda Item 7, as the budget discussions could be impacted by these two items as requested by Board Member Posey with no other objections by other Board Members. Chairman Daniel stopped Work Session to move to open meeting. Budget Workshop reconvened at 6.45pm.

Chief explained that in front of the Board were two budgets number 1 & number 2. The crews came back with a written proposal as had been asked by the Chief to provide a written proposal as he wanted it to be very clear what they wanted, and what they wanted was Budget #1 draft that you have, this was labor's choice, to include a 4% raise, the second one is basically what we recommended as management and with a 2% raise, so basically there is not a lot to talk about as when it comes to labor, we gave how much examples of cost, which was a very good talk, talked to the labor group and they come up with some really creative, and different ways of looking at things. We shared that information with you so you can see that interaction of what is going on, so with you approving the 4% raise it falls into the #1 budget, unless you have another one you would like to look at. Mr. Posey asked for the floor. What I just passed out was the adopted budget from last year, ok, total expenditures and total revenue is what I would like to discuss.

On the proposed budget with the 4% raise, revenue has increased 93,400k from last year and, but the total expenditures from last year have increased 440k, "I'm shocked" by the fact how the total expenditures increased from last year to this year's budget by an increase of 440k. 18% increase, it appears the easiest way to get through the budget tonight would be to take last year's budget, include the 4% increase that the firemen got out of the 93k and let the Chief figure out where he is going to spend that money for next year in line items. Chief, that is what we did in the budget. Posey, but if you look at last year's budget total expenditures were \$2.4 MM and revenues 2.4MM. This year total revenue is 2.3 MM a 93k increase. Barbara Cole let me show you were those are, Posey I know where they are, but they balance. Bcole, I have to show you on this expense page I have to show the, Posey interjected, but why did you put 95k in for Wildland supply expense. Bcole it is not totaled in this, it is for auditing reasons, on the worksheets see a



breakdown in Wildland, which is the same thing you see on here, I also had to show any pass-through, they (auditors) wanted to see it on the expense side, which is also on the Revenue side, Posey, Correct. Bcole, if you are looking at this bottom line here, it has those in there, which makes this bottom line different over here than on last year's budget. I was trying to be clear with the auditors and with the board members. Also, our reserve accounts, if we want to use them or you want to transfer money out, our auditors wanted to see where we said we can do that in our budget. Posey: So, don't you also need to show the 95k, if you're going to expense you have to show, Bcole it does show, contract services, transfers from other accounts. Posey, Right, but you only have 100k for wildland fire, payroll reimbursement. Bcole, that is for payroll. Posey right, but if you are going to expense the 95k, you have got to reimburse for it. You have to have it on the other side. Bcole, like I said, it is not in the total on the worksheet it is for the auditor only, to know that we can expense and for the auditors to see it, but it is not in this total at the bottom of the page. They take this materials page, of which I have to send to them the line-item page, so if I spent 30k or whatever on supplies for Wildland, they want to see it here, but it is not part of the total. Posey: the total down here is 634, but you are saying it is not part of the total. Bcole, Correct. Posey: but I added it up and it is in there, Bcole, no its not in there, Posey, no, it is in there because last year's budget of BFD costs, we did not have that \$19250k in there, ok. Chief, the auditors came in with recommendations of how they wanted to see things, and Wildland was one of the things that they wanted to pay attention to, so that is where it came from, so everything we do there is following governmental GASB, and following recommendations so that is where they are wanting to show how that in and out is and where it is coming from. Posey, yeah, but it is not showing an in and out. Posey, if you look at PFD costs you have 19250k in there for this year, we had zero in there for last year. Bcole, where are you looking at, Posey right above the 512. It's your total of expenses, Bcole are you on the old budget? Posey, no I'm on the new one. Bcole, on the new one, ok. Posey so that 512 in there is not correct, last year you had 402785k, Bcole I did not include the PFD costs last year, did not include any contingency except for the 5k. Posey, right and you made a few smaller adjustments, including Wildland supplies, Bcole, Right, Posey: you added an expense of 95k, you got to show revenue for that 95k. Because now you're showing 634k. Bcole: but the 95k is not in the total. Posey: that 634k included the 95k. Bcole it does not, I looked at my calculations on my computer and it does not show it in there. Posey: really simple, that 512 number without PFD costs is 402785k, ok, you added the 95k for wildland supplies and 74500 for PFD costs gets you close to 630k, but you have some minor increases, so it's in there, it's definitely in there. I added it up here today, yep, it's in there. Let us, just to help you, understand in simple form, Bcole, I know it needs to match on the revenue side, as an in and an out, I get that. Posey, right. Posey, so that is another 100k. on top of that. Posey, the reason I passed out last year's budget out, as



our total expenditure was 2,436,395, however our revenue is increased 93k, what you have here is this year is your throwing in transfers, capital transfers, you're proposing to take 150k of capital in this budget. Chief, yes, Posey, so that's another 250k increase.

Bcole: No, Posey interjected, yes, our revenue increase by approx. 93k, Bcole, yes, I know what you're saying but Wayne I have to put in there if you are going to transfer, so the Capital reserve transfer is 87400k, whichever budget you are looking at, that 50k is, Posey interjected, I'm looking at that reserve account on top of that. Bcole, 150k and the 150k over there, Posey, yep. Bcole just in case, for example the boat last year, we used money to pay, the auditors wanted to see where we did, we show in our budget we had that available, so I'm trying to be transparent for whatever money we take out shows taking out of the expenditures, Posey, right, Bcole. and coming from the revenue accounts. So, it is an in and an out. The 84k or 87k that you're looking at, that is to go to your pension reserve account, so that 50k from San Bernadino and the 52k for this year for the new contract, and the other Capital reserve can go to any other capital reserve account, I didn't put a name on them, but that's what they are for.

Posey: So, we both agree there is a 100k missing, because you did not put the 95k from Wildland Revenue. Bcole, I have to look at that Wayne, Posey, because you booked the 95k as an expense that you get reimbursed for you have to show it over on this side.

Bcole. I put the 100k over there. Posey, but that was for payroll, last year we had 75k, Bcole, right that is because we didn't come close last year. Posey, so that 100k plus 93k 193k. Bcole I am going to go run a tape really quick. Chief, are you saying there is an extra 193k in the budget? Posey no there is an extra, Posey you got an extra 93k in revenue, ok so we ran this district on an approved budget last year, and I have a copy of it right here. Chief yes. Posey, we got 93k coming in, say half of it is going the 4% raise, that leaves 45k extra and we could still do exactly what we did last year, plus you got an extra 45 k, Chief, so it goes into capital, and it were paying into more money into Public Safety retirement. Posey, what I do not understand is why we have to pull additional capital out? Chief, we are not putting nearly enough money into capital reserve replacement, the auditors want to show it on there the way it is, the capital has to show an in and an out. Posey when you have a 95k expense going out from capital transfers and 150k coming in there is big difference there. Chief, she has a degree in finance, and I do not, so I trust her numbers. John Mihelich: Wayne is this something you and Barbara can hash out in 30 minutes, as I trust your numbers. Posey, well I do this all the time, I have been doing this for 33 years. John, yeah, I know, and your fine with that? Barbara can explain it fine, Chief it is a matter of how you choose to interpret the budget and you do it a different way that makes it clearer, then have had it, that's not the point.

Jeff Daniel: so, what are you proposing John? John Mihelich, I propose that Wayne and Barbara get together to hash this out until everything is fine. Chief, we have had two years of unmarked audits so I'm pretty confident. Jeff Daniel, but you do not want to



approve a budget that we're not completely clear about. Chief, if we can't do it tonight, then we can have a special meeting, we just have to have 20 days to post to adopt a budget in June. Wayne, tell me yes or no if you understand that? Got the budget from last year, Chief, I understand what you are saying but, Wayne, you got an extra 93k coming in, Chief right, Posey, 45k expense from 4% raise increase, you have got an extra 45k. Don Rountree: On that same note, did we have some extra expenses, such as medical? Chief no, medical stayed the same, so that money went back into the fund instead of the 8% we had budget. We had to put more money back into apparatus maintenance, we had to put money back into overtime. We need to put some money into capital because we have to put money into capital. We have to have money to repair buildings and we have to have money to replace fire trucks and other capital purchases, and we are putting more money than we ever have to in paying down PSPRS liability. Wayne: I go a question. We had 283k in there last year and 232 health care this year we had proposed 283k, Chief we had proposed an 8% increase, then the numbers came in after the fact, and it came in at 0 increase so that money went into the general revenue. Bcole, came back in from running a tape on the line item of the 95k for Wildland on the material page, it is not in there Wayne. Posey, If I just do a subtraction off the sheet, then something else is not, Bcole, I just totaled everything, Wayne, on this sheet, on the other side. Wayne, if I take, here Barbara let me show you, if I take this number out, 402,784, which was what was budget last year, how did you get 634? How did this number jump up 234k? Bcole, by the PFD Costs 74500 and Capital reserve transfer cost of 150k, Posey, ok, she is correct, because she is also showing a capital reserve transfer. Barbara & Wayne went over a few more calculations, where she showed him the revenue side, and the expense sides, Chief, asked if they were on the same page, of which Posey agreed.

Jeff Daniel: I know we can't make any decisions in our work session, so Don do you have anything? Don, no, John, no Jeff McCormack, no. Do you have any questions Chief? +Chris Chambers spoke about pay scales that were from 2009 and 2019, our salary from pay schedule 2008-2009 and if you look at that and see what merit 10 is a top out captain pay scale for EMT for 2008 is \$25.32 the adopted pay scale for 2019 is, that the fire board adopted is 25.07 so our pay scale actually went down from 2009 to 2019. Mike Byrd never got a raise last year. Wayne, Chris really quick though this has 2010 and this has 2015, yeah, I know, right here is topped out EMT captain, Chris gave hand out fire board went to Laughlin and got together, just to expand, nothing except for your knowledge. Due to the recession in 2009- 2010, we didn't get raises for quite a while so when the fire board had a retreat in Laughlin, they decided to raise the scale from starting at 13 to 15 dollar per hour, you had guys that were at 15 dollars per hour that had been here for years at that point. So, the new guys that were starting at 15, it wasn't fair to the guys that had been here, everybody got a 2 dollar pay raise, merit increase or



whatever you want to call it. But the guys that had been stuck in those positions for 5 years some of them got a \$2.70 raise or a \$2.80 raise, they got that difference. In 2017, when I went back from Chief to Captain, I took the 2014 pay scale, as the Fire Board had never done a salary comparison to increase the pay scale, I went to merit 10, which was basically \$28.17 per hour. I have gone nowhere since 2017, so for the last 4 years I've been at that pay, and I'm not here to get a raise, as I already asked the Chief for a raise, and I'm topped out on the pay scale. And since this isn't going to be a COLA raise, it is going to be a merit raise so I do not even qualify for it. But my point is, Jason being the head of our Union and labor that I find it really odd that right now with the economy good that we're getting paid less than where we were in 2009. The scale that I am on, that captain Byrd fell under is 2014 pay scale. What I'm saying is I think the fire board needs to possibly look at a salary study and changing the pay scale. I understand that it wasn't designed to go, I'm here 28 years now, it wasn't designed to keep going, but it was designed to top out earlier so the guys made more money throughout their career and now it is spread out. I'm just saying that I think the fire board needs to revisit that and I am being selfish when I brought this up because I am the only one that falls under this category and I haven't had a raise in 4 years, which is fine, but also I think you guys need to take a look at for the next 4 years, your also not contributing to my PSPRS so your saving that amount of money. Which you are not saving it, it's being eaten up by expenses. I qualify now, pay scale wise, total pay is probably around number 4 or 5 as far as the guys. I just wanted to bring that to your attention. Chief, I've talked to Jason, I put it back to the Association, they need to do a study and see what fair market is, and we do not arbitrarily change anything, and it comes back, and the salaries are under. I think that needs to be done by labor, that way no one can come back and say hey you skewed the numbers. I told them to figure it out, we want a full study, including pay and benefits, because benefits need to be looked at in there also. It's not just about your hourly rate, it is about looking at the whole package, and if it shows that we not in a decent percentile of meeting the means, then so be it, let's do it. This is not an argument on this, thank you Captain Chambers to bringing it up, but let's do a study, but I think that the union need to take a proactive approach in that and come back with their number first, then we will verify when we find out from a management level. Instead of me going out and doing a study and saying to them and then come back and say that is not right because you did the study. Then if we need to make an adjustment to the scale, then we can do it at that point. I would pay these guys the world if I could, but my fear is about creating an unsustainable atmosphere. Chris, how much assessed value did we lose when the economy crashed? Chris, we lost 30% of our revenue. Chief, and we did not get rid of 30% of our expenditures. That's where my concern is when we look at these things, a reduction of 30 % of revenue but not any reduction in our expenditures. There was a lot of things that went on in that time. Captain Byrd brought up a good point at one of our



meetings about Station 2. It was opened during that time, but when the economy crashed, we did not close it, we kept it going, which is needed, right? And we know that, but it comes with a cost expense and our economy in the Fire District world isn't booming, it isn't, a 4% increase in assessed values is the biggest one we've had in quite a few years and that is not huge. So, it isn't a booming economy in the Fire District world. Part of that is the way the taxation is, the way PROP 17 works, not only did we get capped out at 5% at that time, but we also got switched from primary assessed values to secondary assessed values, which is basically, 50% less of the primary assessed values. So that is where Fire Districts took another hit. So, with all of those things coming on, it's the future that I am worried about today, when you pay the world today, but how is that going to affect us down the road. Posey: Here is a perfect example, PSPRS is says we are supposed to pay 616k and in our budget we only have 520k, which it makes it short approximately 100k, our PSPRS contribution went up 10% this year, next year it's going to be 90%, so you're going to see a 20% increase in PSPRS, mainly because we lost an employee in the drop program. So, when they calculate the 70% it was based on prior wage. We are going to get hit real hard next year. Chief stated that in this proposed budget is taking the number up to what you want. Wayne, it is only the 522k, Chief, No its more than that. Bcole, that's what the one reserve account is 87400k, that's taking the San Bernadino 52k, and on top of that, and there is almost 20k that comes back as a credit at the end of the year for the fire assistance tax credit from PSPRS, that they will apply it to the unfunded liability. Chief, so with all of that, it is putting us into the 600k that you were looking at. Chief, so we absolutely took that into consideration. Posey, good. Chief, we accommodated for that in the budget. Jeff McCormack asked how PSPRS worked. Posey stated that the way PSPRS figures out your contribution percentage is they do the calculation off of the actuarial and then they say, based on the money you have in there, and we don't have a lot of money in there so when markets are booming, we don't see that increase, because were only funded 34% Quartzsite for example, is heavily funded, there' at over 80% , so they go the benefit of the big rise in the market, they're set going forward, because they had enough money in there to get that market share. They are at a very high level now, as far as what they got in there. So, they figure out what we need to put in there, so what they say is you have to put in 614k this year, then they take that number and divide it by your total payroll and come up with a percentage, however the total payroll of 851k, but we lost the drop, so that salary is actually closer, based off of the budget, only closer to approx. 600k. We should be paying 90% this year, but we are because you have got your budget from contingency. Jeff McCormack: so, where did the money come from? Chief, so, that 4% increase in assessed values, that's part of it, so when you wonder where all the money went, it just goes. There is no one place it goes to, it gets spread out over several places. Captain Byrd stated that is what I am getting to, we had 94k in assessed value increase, Posey,



and 45k goes to you guys, Byrd, and there increase in? Chief, PSPRS is where its going. Captain Byrd, where did we get the money to increase that I didn't see anything coming in to offset that. Chief, 4% increase in assessed value, that is where it came from, property tax. Bcole, there is 52k from San Bernadino, goes into that fund, that we are setting aside, 20k comes from a credit from PSPRS so that is 70k right there. Byrd so you are paying the difference from San Bernadino County. Posey: the goal at the time when we did the contract with San Bernardino, was we do not want to do contracts and put that in the operational budget, we want to help pay down the unfunded liability, so the Board agreed to take the San Bernadino money for 50k and we have an account, a reserve for PSPRS and that money goes into that reserve. Byrd, so you are not paying down, you're just paying into the reserve account. Posey, but we have a cash goal going in. so it is in a reserve. Byrd, so, where did that come from? Chief: it is a capital account, Posey, just like you have a wildland account there is a PSPRS account. Don Rountree, I would like to say that, since I've been on this board, I've asked for a total compensation study to be done and a plan of which I don't think we've done yet for total compensation. We need to figure out who we are going to compare ourselves to and figure out where we're at, where you guys are at, and if it comes out the way I think it is going to come out, we need to figure out a plan on how we are going to bring you up, and deal with all these other issues, I've asked for that since I've been on this board, and I'm asking again. Posey, but we don't want to start going down 9, 8, 7 firemen. Rountree, yes, but on that note, I talked to the chief about it and the last classes that I was at and when they started talking about the PSPRS unfunded liability, they started talking about all of these possible ways to help them, but unfortunately most of them we do not qualify for. So, what I talked to the Chief about it, I would like to see if this board would like to get the people like Mary Dalton and the Chief from Bullhead, they're the ones that really talked about it, and come to us, what are our options are, so we can be better educated on our options. Its hard when you sit there listening to 12 different ways to do it, but there is only 2 or 3 that possibly meet our needs. I plan on being here for a long time, and I hope the rest of you do to. Chief, I did reach out to Chief Moore from Bullhead about that and once a budget is adopted, then he wants copies of that and our worksheets, he will start reviewing so that he can come up with an idea. They also feel that maybe we can through some money at that bottom line, unfortunately the unfunded is a money issue, you have to throw money at it in order to fix it. That is why we are trying to throw as much we can without affecting the operations, how much do you throw at something like that and not be able to replace equipment, not fix buildings, not pay people, not give raises. There is a fine line that you can't afford to do it all. Mr. Rountree, interesting enough, one of the things he said was one year they decided to throw a 100k at it, the unfunded liability, and the next year their percentage went up again, so it was pointless. It happens to be a 100k that we are talking about, and he felt the same way about the system that I do. So, between him



and Mary, there are things we might be able to do. Chris Chambers, there are things in the works, our marijuana tax hasn't kicked in yet, we don't know how much that is going to be. Chief, they estimate that for us, as it goes by Public Safety Personnel that is in the system, but, no one really knows how much that is going to generate, but yes, it is supposed help. It is not ear marked for Public Safety Retirement. Rountree, said they are saying don't even put that in your budget. Chief, we didn't budget for that whatsoever. Captain Byrd, so, it seems when you step back and treat it like a business plan, when the assessed valuation went up, when the revenues went through the roof, Station 2 wasn't open yet. We only had 6 guys here, when they got all of that money with that new assessed valuation that is when Station 2 was opened up. Chambers, we had 25 million dollars with our increased evaluations. Chief, 20%. Byrd, so it was built, it was sitting there but there was no one manning it. So, they got all this money, and we hire people and we opened Station 2. Well, when you lost all that money, you didn't close Station 2, so basically you went 12 to 13 years without giving your guys a raise, so you kept that Station open on the backs of the guys. So, when do you step back and go wait a minute, I can't afford this? I mean when do you look at this in your bank account and look at the money that is going out and say this is bad business. Rountree, I agree with that 100%. That is why we need a multiyear plan to combat that. How are we going to deal with this and if a plan doesn't come with the Labor and management its not going to work? Chief, part of that is we had that conversation and some how we have to make sure we are being very clear to the public on how and why we are doing something. For me to go out and say, ok as a Fire Chief we're closing down the Station, but we are giving employees pay raises, public perception won't care that you didn't get pay raises for years, they are not going to have sympathy. They do not like public servants to begin with, so we have to tread lightly to go through the plan and say this what we are doing and why we're doing it, along with the reasons that Captain Byrd said, and tell them we did our best and as long as possible to this, but we just can't keep doing it, what ever this is. And that is the way it is. It will be a nightmare for everybody involved. Byrd let's take Wildland out of the equation, it's a whole other animal, that does not have to be. It was here because we decided to try and start a Wildland program, but had it never been started, your two newest rigs are completely paid for by Wildland funds, correct. So, what would you have sitting on the apron floor if it weren't for Wildland and that reserve engine at Station 2, I mean we would have no water tender, honestly, that's where it's at? Chief, our Wildland program is imperative we have to try and keep it up and going. We cannot continually keep doing what we are doing without it, no way. Byrd, right, the guys that got the Wildland program started and are going out and making the money, and I have had 2 raises in 12 years. Chief, I agree. Captain Byrd, and we ran a 12-man roster at 10 for 11 years now, has this Board ever had a full roster? Jeff (Daniel) have you ever had 12? Chambers, even when I was Chief, from 2009 I never had 12. Byrd, I



mean we're borrowing out of our savings accounts every year to try and get where we cannot be. Chief, it is a reality. Posey: well, I think what Mike Byrd brings up a valid point, and I'm a promoter of brownouts of Station 2, which would significantly reduce our budget. Some things that we've discussed and I would like to bring back to the board is analyzing the number of calls that Station 2 has, the day, the week, the time and the significant of the call, obviously if it is a lift assist it's not a significant call, try to look at that and see if there is a trend to see if can we brown it out 2 days a week? Chief, we had already started that process, and my answer is that there is no trend. There is no trend to any of it, only that we know that Tuesdays, Wednesdays, and Thursdays are our slowest days of the week, and it is all over the map, hours of the day are all over the map. I pulled an entire year up to April 22nd and part of it that is a mismanagement model. How much are you willing to risk to save? How much service are you willing to risk saving money? Posey, its going to happen. Chief, I am not arguing with you. Posey if you don't want to do it today, it will be next year. Chief, but so part of it is looking at the fact that we had that discussion. Posey, but like he is saying, we're feeling the pain until we do it. Chief, right, but the right time is you guys support the fact the way I need to keep that Station up no matter what. Posey, but under your scenario those employees at that station should never have been here, but they are. Chief started to speak. Posy, interjected with but they might be needed up there, right? So, under your scenario, a La Paz County Sheriff, they don't keep a Sheriff parked up there, and there may be a robbery, there may be a burglary, maybe somebody gets stabbed and they have to respond, but there not going to make a point of having that Sheriff there. Posey, another thing that I wanted to bring up, is that we need to quit trying to get into more stuff that we do not need to get into, unless it is brought up to the board, it was in your weekly report you met with these other fire, Havasu Fire, with possible providing service to that portion of the lake up there. Chief, no its not that, but we are legally responsible for what goes on up to the County lines in our Fire District. Posey right, the County lines do not run through the water. Chief, no, the County line does run through the water, therefore, the south part of the lake falls in our Fire District. Posey, I would not be going out there trying to put more personnel out there. Chief, no that is not our intent at all. We were invited there by the Coast Guard because we have legal responsibility for water rescue and... Posey interjected, so, tell me this? If there is a boat accident or something, at night, how come BFD is out there in their boat and La Paz isn't? Chief, I can't answer that. Posey, do they have that responsibility? Chief, not for rescue. Posey, San Bernadino, they should be out there, San Bernadino has their part of the county line, La Paz County Sheriff should be out there on a boat, they should be out there if there is a problem out there, but why is it always BFD and we don't get a damn penny from that SLIF fund. Chief, I agree with you. You are preaching to the choir on this. Rountree; going back to if we don't come up with a solution or a plan, we will be closing that station and I do not want that



to happen. Posey, how much longer do they have with that? Rountree, that's right, that's why... Posey interjected, so when are we starting that campaign to make that decision, let's 2 days a week for brownout. Jeff Daniel, you know what's going to happen, let me back up, we never said anything about closing Station 2, but the word was going out that Station 2 is going to close, the board is talking about it. We never, ever talked about it, but it got out, that we apparently were talking about it and the community was outraged. I am just saying if that is where you guys are going towards be ready for the backlash from the community that they are going to be upset, and we never said it. Mihelich, Jeff, I had the biggest mouth on that about not shutting Station 2 down, however I realize things are different now. Posey, I never said shutting Station 2 down. Jeff, things are changing, but still, you are going to get a huge backlash from the community. Chief, that needs to be on an Agenda as an itemized item for discussion. Jeff, we definitely need to move on here. Chief, that is something that you guys tell me that you guys are willing to Brown something out in order to try and balance revenues, my job is carry out your wishes. Mihelich, we are, but it is going to be a public relations nightmare. Rountree, I am not likely to go along with that until I see a plan. Mihelich, yes, we got to do a plan. Rountree, that's where it is going to be up to the Union, to talk to the public and let them know why we are doing it. Chief, here is the catch we still have to try and maintain 4 people per day to meet our OSHA requirements for 2 in and 2 outs. So, 4 personnel are needed whether you have 1 Station or 2 Stations. So, the personnel thing is not going to change there but it would be the cost of your maintenance of buildings, heating, and cooling, for storage, its not a huge savings, you cannot cut back on a bunch of people. Posy, I did not say to cut back. Chambers, when you contracted with San Bernardino was it for 2 people? Posey, what I am saying is to break loose more people to go out on Wildland fire and things like that and still maintain your existing staff. Chief, no I am not against it. But like I said, closing down a fire station is hard, getting one open is tough, but closing one down is worse. So, we have to make sure regarding this topic. I have already started reviewing statistics on regarding the call volume, the type of call, time of days, the days of the week, and I will look at those numbers, but it is all over the map, there is no consistency or a pattern except that Tuesdays, Wednesdays and Thursdays are the slowest. But if someone called in sick or took a vacation day, we wouldn't backfill that position and that person up there would bump down to Station 11, and you would have a 3-person crew. That is what browning-out is, and we can do that at any given time the Board directs it. Wayne, on the budget lets have one last discussion so that there is a possibility we can get this thing posted tonight, and how does the Board feel about to go with the draft #1 but pull out the 120k out of the services contract and pull out the 74,500k from PFD costs then once we meet with you whether we do PFD or not then how we can do it. That is what we did last year, last year's budget did not have PFD in there, so if we could just pull those two numbers out, the 120k out of service contracts and the



74,500k out of expense then I think I'm good to go with it. Then we can meet with you guys. Chief, pulling the numbers out are not the issue, we won't, be able to post that if we want to change it, we will have to have another meeting. Posey, you didn't have the numbers in last year. Barbara, I know but the auditors wanted to bring that forward, so they want to see the transparency in the budget. You still have time if you want to have another special meeting next week. Chairman Daniel, I won't be here. Don Rountree, I will not be here. Posey, Ok I am done with it. It is a workshop so we cannot make any decisions. Chairman Daniel, anything else in the workshop? Workshop adjourned at 7:35pm

Agenda Open Meeting

1. Call to Order: Open Meeting, 6:08 pm, closed open meeting 6:45, to go back to work session. Open meeting reconvened at 7:35pm
2. Roll Call.
Members Present: *Chairman Jeff Daniel, Don Rountree, John Mihelich, Jeff McCormack, Board Member Wayne Posey absent.*
Staff Present: *Chief Maloney, Barbara Cole, Captain Weatherford, Captain Chambers, Captain Byrd, Lt. Fernandes, Lt. Quinn and FF's Chase Rather & Evan Foster, Captain Byrd*
Public Present: *Amber Byrd.*
3. **Call to the Public.** Consideration and discussion of comments from the public. *Those wishing to address the Buckskin Fire District Board need not request permission in advance Pursuant to A.R.S. § 38-431.01(G), the Fire District Board is not permitted to discuss or take any action on items raised in the call to the public that is not specifically identified on the Agenda. However, individual Board members may be permitted to respond to criticism directed to them. Otherwise, the Board may direct that staff review the matter or ask that the matter be placed on a future agenda. Public input is limited to two (2) minutes per session unless a greater amount of time is approved by the Board. **The Fire District Board cannot discuss or take legal action on any issue raised during the Call to the Public that is not on the current Agenda; due to restrictions of the Open Meeting Law.***
No comments from public.
4. Approval of Minutes submitted for the Open Meetings held on April 13, 2021.



Motion made by John Mihelich for the approval of Minutes for the meeting of 4/13/2021 as per written, along with a second from Don Rountree.

There were no more comments or questions prior to voting.

Ayes: Daniel, Rountree, Mihelich & McCormack.

Nays:

Absent:

Abstain: Posey

Chairman Daniel: Motion passed by a unanimous vote on agenda item #4

5. (Action Item): Discussion and Possible Action: Acceptance of monthly expense report 04/01/21 – 04/30/21. All transactions approved by Administrative Fire Chief; documentation for these expenses were reviewed and authorized by a minimum of two Fire Board Members whose signatures are on the warrants issued to vendor(s), as per Buckskin Fire District policy and procedures. *Questions were asked by Wayne Posey to Barbara regarding certain expense items on the Balance Fund, currently the Wildland Equipment shows a fund balance of \$289k, but I see cash going out, where does these smaller items like 4k come from? Barbara, that was for the boat or apparatus. Wayne, I don't care what the dollar amount was, but normally on the Reserve accounts it should be brought to the Board for board approval. Barbara, it was part of the extra that was the not to exceed on the boat. Chief, we did not exceed the number that the board approved on the boat. Posey, so you have 14K in the apparatus fund 151k in Contingency, shows 50k pension fund, Barbara, correct, Posey, the budget that we discussed in the workshop, how much more goes into these fund accounts? Barbara, that is why have I estimates only showing on the Reserve funds on the front of the budget page, at the end of June you will see that balance come down to 230k in Wildland, the balance will be split out between 3 other funds, 50% of the balance going to Apparatus fund and there is two new funds that we have not put any money in, but 25% each split, between the Building fund and the small equipment fund. They are on the front of your budget page. But there is no money in them yet, that is why I am showing they are estimates only. Posey, and then the pension relief will get that 87k? Barbara, it will get another 52k for the new contract that starts July 1st. from San Bernadino and the balance is from the PFD. Wayne, ok. Wayne, so that is a good point any profit that we are making from PFD is going into the Pension Relief fund and not to operations, you guys understand that? Wayne, I have a question on account 610.22, retirement PFD, this year \$20,431k, what is that? Barbara, retirement, Chief's. Wayne, is that PSPRS? Barbara, yes, I break out all of the costs related to PFD, I separate, salaries, pension, Medicare or Fica, anything related to PFD. Wayne, so that 610.22 is new one and that is PSPRS, Barbara anything with a .22 after the account number is related to Parker. Wayne, so that 20k is for PSPRS for the chief's retirement. Wayne, look at the 610.22, what is that for? Barbara, Pension, Wayne, PSPRS? Barbara, correct. Wayne,*



where is your PFD 457? Barbara, in the pension, its all under pension under that account code. Wayne, ok. I do have one other one, ok, thank you. Chris Chambers, asked are all the profits from PFD is not going into capital but is going into Pension fund? Wayne, it is going to PSPRS. Chief, it doesn't really matter where it going to, because if you didn't take it from one place, you'd take it from another. Chambers is it going to a pay down. Wayne, to the pay-down fund, so we can have enough cash to contribute more to PSPRS, it just started last year. The board didn't want to get into a position where we took these enterprise things like we are doing like the contract from San Bernadino and have to have it as part of our operating budget as some day what if we lose it. The main point of doing enterprise is to figure out how to generate extra revenue to help with the PSPRS unfunded liability. Chambers, I totally understand that, but a lot of this stuff is falling apart and we're putting it in a fund that is sitting there, and possibly we can only take down our PSPRS and change it by 1% per year, but yet, we have buildings that are literally falling apart. Wayne, but if you go back and look at your balances in those funds you have, right now you have 289k in Wildland, you have 144k in apparatus fund. Barbara stated that \$230k in Wildland had to stay in that account to cover 3 years' worth of truck payments, along with Wildland supplies and maintenance, so you must keep the 230k in there, that's why anything above the 230k is what we split out between other funds. Wayne, then you have another 151k in Contingency, so if something bad happened or the roof caved in you could use that contingency if you had to. Chief, so Contingency, just so you understand, that is like the last option money. Chambers, regarding the Contingency, are you counting that as Capital? Chief, no its separate. Wayne, any money out of those funds requires board approval. Chief, it is no different than if you look on the agenda tonight, to pull funds for the HVAC quotes.

Motion was made by John Mihelich to approve the monthly financial reports and expense reports for 04/01/2021-04/30/21 along with a second from Don Rountree.

There were no further comments or questions prior to voting.

Ayes: Daniel, Posey, Rountree, Mihelich & McCormack.

Nays:

Absent:

Abstain:

Chairman Daniel: Motion passed by a unanimous vote on agenda item #5.

6. (Discussion and Possible Action): Board approval of hourly employee pay raises according to 2019 adopted pay scale and to include employee who was not capped out on previous pay scale for the new Fiscal Year ending 2022.

Chief Maloney first apologized to the Board members and the crews that when he had budget discussions regarding the new budget for FYE 2022, he thought that the crews had wanted to investigate hiring an 11th man, the misunderstanding came from that the crews



had assumed that the discussion also included a 2% raise, which the Chief explained that both were not feasible. He then presented that the crews had wanted a 4% raise according to the 2019 adopted pay scale as they had not had one until last year for several years, but that he stated that the crews had earned and deserved it, but he also stated his recommendation would be the 2% to keep the budget healthy and to be able to put some dollars into Capital Reserve Replacement fund.

Board member Posey was concerned over the impact of a 4% along with the impact of PSPRS and could the budget sustain it. Mr. Posey stated that the Board approved a 2% raise, and asked the Chief if he had discussed with the crews how the impact would affect the overall budget? Chief Maloney stated that he had made the crews aware. Mr. Posey went on to state that every time that a raise happens it affects the PSPRS contribution rate and wanted to make sure the firefighters understood. Mr. Posey did state that he thought the firefighters deserved a raise, but he wanted to make sure that they had been told by the Chief how a raise affects the overall budget, and that it is not just a raise but it affects much more than 2%.

Mr. Posey asked what the cost of the salaries from last year to new FYE 2022. It was pointed out that the revenues increased by approximately 93K from last year due to the increased in assessed values, and the after doing some calculations regarding the Firemen only and backing out the wages for the Chief, and Barbara Cole who is not part of PSPRS, to figure out the total impact regarding PSPRS and discussions with the other Board Members, they decided that the 4% could be done and stay within the budget. Captain Byrd mentioned that there had been several years in between last year's raise and any prior ones.

Board member Mihelich asked if that takes out the 11th extra man would it impact the Wildland program. Captain Weatherford stated that 1 less guy does not impact the amount of personnel that goes out. The same guys that always go out on Wildland are ready to still go out either way. Chief Maloney stated that the Wildland program is affected only if no one goes out. Mr. Mihelich asked Capt., Weatherford are you a little more satisfied? Capt., Weatherford stated that the conversations regarding the differences in raises or hiring an 11th man were not taken lightly with the crews, but it was more important to take care of the men we have and not the ones we don't.

Board member Don Rountree spoke about how our Wildland program is needed and the Board wants the best for everyone, personnel, taxpayers, etc. He was also asked about not hiring the 11th man, of which he stated he was very glad the men showed up at the Board meeting, as the Board wanted and needed to hear from them, and if this is what the crews wanted, he was good with it to.

A motion was made by Wayne Posey to give a 4% Merit increase to full-time Firemen only and to approve the employee not capped out on the previous pay scale, with no change to the 2019 adopted pay scale to be effective July 1, 2021, along with a second from John



Mihelich. The Chief pointed out that the one FF that was not on the current pay scale, but not capped out on the previous pay scale, should be receiving a 6% raise, as he had not received the 2% that was awarded last year. The motion was then amended by Wayne Posey to give a 4% Merit increase to full-time Firemen only that were on the 2019 Adopted pay scale and a 6% merit raise to the Fireman that was on the previous pay scale that was not capped out, with no changes to the Adopted July 12019 pay scale, effective July 1, 2021, along with a second from John Mihelich.

There were no comments or questions prior to voting.

Ayes: Daniel, Rountree, Posey, Mihelich & McCormack.

Nays:

Absent:

Abstain:

Chairman Daniel: Motion passed by a unanimous vote on agenda item #6

7. (Discussion and Possible Action): Board to review current IGA agreement with Parker Fire District.

Chief reiterated that last year regarding the request from Parker Fire they had requested that he assist in Chief duties as a part-time job, where he had said that he could not do the job without the assistance of Barbara Cole to help with the financial part and that the only way to do that would be to do an IGA agreement with Buckskin to still pay Chief and Barbara with some revenue to Buckskin and that legal Counsel had wrote the original IGA with Parker Fire, and that most of the liability falls under the Chief, not Buckskin, regarding the liability of Parker and in that agreement comes compensation and that the agreement reads of 20% compensation and since there was no real discussion amongst our group and with the Budget meetings we assumed all was good with the numbers, the board apparently thought another way, as more recent discussions ensued it was apparent that everybody was not on the same page, we needed to regroup and bring it back to the Board for discussion and talk about where we are with this, everything requested is in the Board packet that shows the breakdown for Parker and where the compensation came from for Chief & Financial services. All the P & L statements clearly show the breakout of salaries for Chief, and Barbara separated out each month, that the fire board received and approved every month, along with separate pay checks. With doing a prior conversation with Board member Posey, Mr. Posey had brought to the Chief's attention of the long-term effects of PSPRS with adding salary to the District, and with the new budget proposal for FYE 2022, regarding the IGA, Chief Maloney took out the PSPRS portion to the salary compensation part he and Barbara would be paid from Parker Fire District. Chief mentioned it comes down to what the Board wanted, and that it was extremely transparent with showing everything on the Profit and Loss statements being separately broken out, since the beginning of the fiscal year and as we received no feedback from any



Board members from the beginning of showing the board a break down sheet, we assumed everything was good to go and for the most part it has worked out well for everyone involved. Parker Fire Board is satisfied with the service, but it has become apparent that is not what BFD's board had assumed and that Chief Maloney and Barbara were doing all the work for Parker for free. Chief stated that we were not on the same page, and looking for Board direction, what do think is fair? Board member Rountree asked the Chief to go over the benefit that Buckskin receives for the IGA, financially. Barb Cole explained where the benefit came from, showing the board the bill that was given to Parker, carried over the bill over, so example, but that way they come over. Wayne Posey asked the question, regarding the BFD profit, is only approx. 9k, and the Chief and Barbara tried to explain to him that it was more, he said why does it say only 9k, and as they tried to explain that certain costs just carry over, there is actually more revenue to BFD than what was originally on the statement that was being reviewed. Mr. Posey at that time proceeded to express he was terribly upset over this and the board never knew about the amount and the sheet, as he wanted to hand out sheets to the audience, stating this was never given to the board, even though Chief and Barbara said that the one sheet was given at a prior meeting, he began by stating that he had a copy of the adopted budget and it was not in the budget. Barbara stated it was with the IGA, of which he again stated he had a copy and copies of the minutes and that they had never received it. Mr. Posey stated there is no way I would have approved the Chief to get 56% of 120k, 56% was questioned and he stated it was right here. Chief got 37,363k and in retirement he got \$26,281k, that Parker paid, where is that? Chief stated he was not going to argue with him. Barbara showed Mr. Posey on the sheet, that the Chief was getting \$33,626k as he gave back 10% back to BFD, on the worksheet it showed what the Chief was getting and Mr. Posey expressed, right. Out of the proceeds he got paid \$33,626 dollars, Chief correct. Posey, last year from Parker Fire, Chief correct. Posey, out of the 120k from Parker fire, Barbara got \$28498, correct? Yes. Wayne ok, \$23,653 was retirement that went into PSPRS retirement? Chief, correct. Posey, and then you have all of these low numbers in here, Chief that's itemized for the department. Posey, stated do you think this board would have approved an IGA knowing that BFD would only make 9 or 10 thousand dollars and you planned on breaking down the fire stations into 3 and pay you an extra 1/3rd and pay Barbara an extra half? Chief stated yes. Posey, we never talked about this, and he kept talking over Barbara when she would try to tell him something, and said I was at the meeting, I got the minutes. Chief stated I am just telling you yes, that is what we thought. The chief tried to say; So, if there: as Mr. Posey interjected did you hear it? Did you hear it? looking at other board members. Mr. Mihelich started to talk, as Mr. Posey was still in the background. Chairman Daniel, had to state that only one person at a time to speak. Mihelich, stated that he did not have physical recollection of the details, and before he could finish, Posey interjected again, then let us get the tape out. Mr. Mihelich



went on to say when I saw, Mr. Posey is still in the background, interjecting regarding the tape to see, Chief stated he was not arguing with him. Chief stated again, let's find a solution. Mr. Mihelich was still trying to finish his sentence from before, he stated I finally asked these guys, (Barbara & Chief) what happened? They sent me all the documents, and the documents were reviewed at that time for a meeting in August, I do not recall if you were here or not, referring to Mr. Posey, of which he answered he was, Mr. Mihelich stated that the board was not paying attention that they should have. I don't believe that anybody tried to pull a fast one, I believe we were mostly negligent in our review in that August meeting. Mr. Mihelich stated I don't think it does much good to try and throw daggers and make accusations, of which Mr. Posey interjected, I'm not, but what was presented was presented as Parker Fire to justify the 120k, but it didn't mean that at the time that we were going to lose out on that 120k. Chief stated, that am here, and I am not arguing with any of it, Mr. Mihelich tried to make a statement, Mr. Posey interjected that this went on for almost a year, and the Chief stated, and nobody seemed to have a problem, and no one brought it the table. Mr. Posey, to the Chief and you did not have a problem paying yourself all that extra money, and Barbara you did not have a problem paying yourself all that extra money. Chief and Barbara both tried to explain, no they did not have a problem, because taking on Parker Fire is a lot of work. Chief tried to explain how much work there is, and that the full liability falls on him. He stated that it is not another station, it is a whole separate district a complete separate business, for example it would be like Mr. Posey taking on Quartzsite Sanitation District, it's not another location, but a total separate district. It's a lot of work! Mr. Posey stated if I divide what he got paid, by 20 % of your time, you got paid almost \$90 per hour for those 8 hours per week. Chief stated that I am salary employee, Posey interjected, you think that is fair, Chief stated yes, I get paid for the liability and the responsibility that I accept by signing my name on that contract. That contract clearly states that I eat all the responsibility and liability if there is a problem. Do I expect to be compensated? Absolutely! If you guys do not think that's fair, pull the plug on it. It is not worth it to me, but I will tell you after being in this for the last 10 months, it is not easy, it is stressful, every time they have a call that goes unanswered it is stressful, every time they only have 1 person to show up for a call, I absolutely believe that it deserves the compensation. It is a 75k per year full time job plus benefits. Posey asked who does the training for that? Do you do it or does the crews do it? Chief: The crews do it. Posey, are they getting part of that 120K? Chief, Parker is Parker these are separate organizations. Posey, they get paid by the hour, but they don't get anything extra. Chief: Nope. Posey, so, if we don't have Parker Fire firefighters then we wouldn't have to provide the training for Parker Fire. I think that this revenue sharing is, I don't understand how it go all in one pot? It just blows my mind! That amount of money BFD get 9k, Barbara stated that the district is actually getting back \$34k back into the district, where Wayne argues no, that's in the new



budget, where she states No, it's in the current budget. Chief stated that's the current one., Those things that are listed on there are fixed costs no matter what, for BFD. All those costs jut come over on the bill. They are fixed costs, they don't go down just because Parker's not involved, so Parker is paying for part of those costs. Posey, why did you give us something showing BFD profit of \$9,827.26? Cole: because they just come across, that's why when you look at it, they actually just come across, which totals to the profit of \$34, 554.26. Posey: so, you're saying that if you drive your truck over there to Parker, shouldn't they have to pay for that or a portion of that? Chief they are paying for it. Posey then how is that on there, Cole, and Maloney, you are getting that back, Posey the \$34k? Posey, No. Cole, yes, Posey if your insurance cost is 1k and your spending 1/3 of your time or whatever you are spending over there, then BFD should pay 2/3 of that 1k cost and PFD should be paying 1/3. Right now, the taxpayers are paying 100%. Chief and Barbara, said yes, parker is paying for their share of the costs, Wayne says out of the 120k, Chief yes. Posey, so you can't say that 34K is ours when that 34k should be an addition to the 120k that PFD should be paying us. Posey, you have a 1k insurance, really simple, BFD is paying 1k on insurance policy, and when we got Parker Fire, and the taxpayers pay that 1k, Parker fire should be picking up 1/3 of that cost and taxpayers should be paying 2/3. Chief that is what is happening. Wayne, that is not the way it is set up in the budget, Chief, yes. Posey, in the new budget you're proposing to eliminate all of the that. Chief, no we are not. Cole agreed it is in the proposed budget. Posey: We will talk about it in the budget work session. Posey, my point is, that is seems very self-serving for the Chief, for you to get paid that amount of money out of the contract, which is, you're the chief. Chief yes. Posey: we could have 5 fire departments, you could take on Havasu, Chief, Parker is not another station, it is a different district. Posey, we should have known this upfront, or we would have not agreed to the IGA. Chief, I am sorry that you felt misled, but Chief tried to finish, Posey interjected, we're not making enough on this. You two are making it all and BFD..., Chief stated Get Rid of it then, it isn't worth it. Lose your 34k, its ok, it is not worth it to me, Wayne, I'm telling you it is absolutely a liability and a responsibility that I am being paid for. Do I think it is worth it, absolutely, and completely? If you don't think that is fair, tell me what is and what you think it's worth and I'll either agree with it or I won't. But, no I do not, publicly, I do not have a problem with what I am being paid to do that responsibility to that Department at all. And the fact that the district makes 34k for allowing me to do it, I don't; think that is unfair. I apologize if it wasn't made clearly, Posey; it wasn't made clearly, Chief, I apologize for that, apparently it wasn't that's why we are here talking about it.

Mr. Mihelich: Ok, can we presume that we did have the data and that we were a little negligent in our duties. Posey: I won't admit to that. Mr. Mihelich tried to continue, but Mr. Posey interjected, I think most of these people in this room would agree that I read the board package, and I read the information and had I known that I would have raised a



stink at that time, Posey, Mr. Chairman, (without letting Mr. Mihelich finish what he was trying to say). I want to make a motion that we terminate the BFD agreement with Parker immediately based on the contract terms. Because we never would have gotten in his IGA if I knew that. Don Rountree stated he would like to talk. Mr. Posey told the Chair; he had a motion on the floor. Chairman Daniel, spoke there was a motion on the floor, was there a second? No second. Chairman Daniel are you not willing to change the IGA, Posey, nope, not unless there is more money from Parker Fire. Chairman Daniel, well if we change the agreement, then we get more money. Chairman to Chief, you're at 30% right now? Chief, everything is based on 30%. Chairman to Chief: Are you willing to change that and continue besides, Posey interjected, I think, what we need to do is to make it worth BFD's, worthwhile to do what we are doing. Posey, how much is there taxes going up this year? Chief they went up approximately 6%, they are still on a shoestring budget. Posey, 6% over budget they could afford, Chief they still have a tax credit they are having to pay. Chairman Daniel are they at 3% yet, Chief responded, No, they are at 2.6%, they are only drawing about 600k. Posey; sorry John go ahead.

Mr. Mihelich, I would think we should go through a deliberation process about what we are doing about compensation before we try to strike a motion. Chairman Daniel, that is why I was making the comment. Mr. Mihelich, I was shocked and dismayed last month when I learned the Chief was getting 33k of the 120k and Barbara was getting a pretty hefty amount, and when you think about it everybody still works around 40 hours a week and I know that every 40 hour week in every job there is some slack time and I think what happens is that you have less slack time, however the hours you work are pretty much the same. And I do agree that you don't get talk about Monday night football, or whatever the conversation is because you don't; have the time to do it. But I believe that we don't want to create a big stink in the public. But I think 30% is way to excessive. And I think in the neighborhood of 10 or 12% range. Chief Maloney, I am not interested in doing it for that. The hours that I work outside, whether its call during the week or phone calls, its all of those things, and it's the liability, that payment is for me to accept the liability and none of you understand what it is like to have that kind of liability, that is what I am getting paid for. Am I willing to take a little less money, but no with the liability alone and the stress that comes with it anybody in this room that wants that job for less money, or the same money can, have it? Mr. Mihelich stated that the liability is for gross negligence or for willful misconduct, now that's liability. But you are not liable if you have done the best job, you know how to do and you play straight, nobody is going to sue you for that. So, liability is not as difficult as, not warranted by 30% in my opinion. Chief: it doesn't feel like it. John, it probably doesn't, but as long as your honest and doing the best job you that you can we don't expect everybody to be an Einstein, bit if your honest and above board you are not going to get sued, you are not. You would be protected, but I don't want this to turn into a mushy ugly thing, where we have to go through the process of



getting another Chief, because I think you're doing a great job and I am hoping that we can come to some resolution on what is fair compensation. I have to tell you, I was an executive at Boeing, and I never received a 30 % raise. Chief did you ever take on a second business, John yes, I had to go to Australia for two years.

Don Rountree: This thing needs to be looked a little closer, and as a board we need to pay more attention to the next contract before we sign it. I would have to say personally I think we are probably all in the same boat, we were just trying to help Parker out. Mr. Mihelich asked Don Rountree what he felt about the amounts? Mr. Rountree's reply was I don't know; I don't really have a strong feeling either way. Mr. Mihelich, by the end of the day, that really what we are talking about the issue is the amounts. Mr. Posey, let me give you the numbers, the Chief's total compensation at BFD, with PSPRS 183k & medical, he is getting with the contract is \$63,366, with a cost on BFD's budget for \$240k. (Which is incorrect) that seems a lot.

Jeff Daniel, are you questioning the PSPRS part where everything is being added in there?

Chief: I am not arguing his numbers, Jeff Daniel, that money that you are making is that going towards your PSPRS? Chief, yes it was, and it was part of what Mr. Posey brought up and I told him alright, that is a good point, we will rectify that, so we took that out of the budget proposal for the next proposed budget it takes that out so I'm not being compensated as much and that goes back into BFD, we had a fantastic conversation about, I appreciate it, so we are trying to rectify it. This is a conversation that should have taken place a year ago. Posey: It would have had we known it, but an interesting thing about PSPRS is that regardless of if we pull the contribution out or not, if it is your wages, and in five years from now you retire you can go back and say these were my wages from BFD, it's not my fault they didn't pay my PSPRS, and we would be entitled. Every dollar you get paid from BFD has to be reported to PSPRS. So, you can't eliminate PSPRS. Chief and Barbara explained that they can, as payroll there can be a second profile that is not pensionable, for example the firemen get paid holiday pay as cash out, of which it is not pensionable, and the Chief for Parker could be set up that way also. Chief stated he was happy to eliminate that, and that was not a problem at all. Posey, the proposed that you got going shows a retirement of 7500, which Barbara explained was a 457, Posey and whose 457? Chief responded its mine, but Parker pays it. Posey asked Barbara are you part of the 457 of Parker. Chief stated that the board needs to remember she is getting paid a lot less that what you were paying the previous person got doing her job and she is doing twice as much, plus she is picking up what Ms. Madison was doing, so what she is getting paid, take whatever you want out of my hide, but leave her alone because she is earning it. Chief, you already took her out of a 4% raise with your motion., Jeff McCormack: I don't recall voting on any of this right now, so I can't make a motion or a decision, but I don't remember talking about it. I don't remember any of this being broken down, when did we do this, how long ago? With the IGA, around 11 months



around July or August. Jeff: it sounds like we are calling, basically calling the Chief a thief, all board members stated that they were not saying that. Posey: we're not saying that we don't think it was full disclosure to the board, and I've got the actual minutes here and what the motion was by John to accept the revised intergovernmental agreement between Parker and Buckskin fire for management and administrative financial accounting services along with a second from Jeff. We all said yes, but what I think there is a change in compensation especially with the Chief's contract it should have been discussed.

Mr. Posey: My motion is to continue this is for the board to schedule an executive session at the next board meeting so that we can discuss what the compensation should be, you should have the right to do that in executive session to give you the right to discuss that or you can opt for the open meeting, Chief, I will discuss it in open meeting that way there is nothing to hide from that. A second from John Mihelich.

Jeff Daniel: So are we continuing to pay, yes, from John, to continue the way things are going. Chief state it would be changed in the proposed agreement, in the budget those things are changed at least the pension stuff is corrected and if you want to come back and change the IGA it's your IGA, my contract is separate from that IGA, so it doesn't affect that contract, Buckskin contract is Buckskin's contract. And the contract with Parker is Parker's agreement. They are two separate issues. So, if you want to adjust that is your prerogative as it is your IGA, but I also have the right to say I'm not doing it for that, and Chairman Daniel, said we agree, Mr. Mihelich said we understand. Chief stated "I don't want to, because I think we are doing what is right for Parker, and the reason I say it is right for Parker, operationally we now have people that are certified fire fighters that are coming into our community to help us and we did that in revolutionary amount of time. And part of that going into this is what we accomplished there is very, very large even though it is a small scale because now we are having certified firefighters and EMTs coming in to help us.

Mr. Mihelich: Chief there is no one who has indicated that you have done anything other than an exemplary job getting all of those things done. The only shock factor is the percentage amount of increase? And I think that is all we have got to talk about and there is no reason of why you should not be there and give us reasons and rationale and I think we go through that session and negotiate, negotiate in some fare fashion that's agreeable to you and agreeable to us as our duties as board members. Chief, I support that as that take us back to last year where we would been talking about this. John: Let's consider that water behind us, because I don't believe anybody tried to scam or slam the Board. Barbara, we wouldn't have broken out the P& L separately if we were trying to hide anything, it was all up front. Mihelich, the day that you sent me all of the paperwork a month ago was pretty clear, and I felt really stupid and negligent for not paying attention, it was there. Barbara, that is why we didn't think there was anything wrong that is why I



had no problem putting it in there. Mihelich, your right., but I think we just have to go forward. Posey, if you go back and look at the board package, for that agenda item the sheet was not included. Barbara, no it was a handout. Mihelich, Barbara sent the information that you had sent me to the rest of the board members. Mihelich, it is ok to say the board screwed up, we made a mistake. Wayne, but what is unusual is that why I am so precise with my motion, is that when you make a motion you got to include everything, dollars, time, what that motion is, and we've gone through that training and legal to make sure its effective, because right now there was no motion to do what you're doing. There was no board approval. Barbara, when that was handed out in there, even Jeff Daniel asked the Chief and me, if we had any problem with doing the work, of which we said no. Posey, right. Barbara, we said no we were good. Posey, but there was no money involved in that question. Barbara, well, we thought there was. Chief, it was clear in our minds. Either way I don't have a problem with sitting down and discussing and figuring it out, something that works. I just want you to know that I do support helping Parker. If these guys feel it's a burden on them then we shouldn't do it, then let's pull the plug but not sure why they wouldn't want to, as they are our backup in the community. Posey, so why don't they deserve compensation? Chief, what are they doing for Parker? Posey, aren't they training POCs? Chief, they train with, they train POCs here, our POCs and sometimes they do ride along. Chief, that is a normal process that we would do for any fire department, training is just part of the program. It's just a normal process if you're training your training, that may be new here, but it is not new in the fire service, not new whatsoever, and they don't have to, I mean if they don't want to work with them, they don't have to. We are not making anyone train anyone. The answer is if there training, there invited to be part of it. That is how fire departments work, now understanding this is a county of silos and that is probably foreign. But it is not foreign in the fire service, am I wrong Don: Don Rountree, No. Chief to firefighters in the room, do you feel like I'm putting a burden on you to train, be honest do you feel I'm putting a burden on you with the Parker deal? Because if we are, that is not the intent. Jeff Daniel to the firemen: Don't be quiet now. Please speak up, as that is why you guys are here. We want to hear from you. Chief: We are also hand picking POC because of that. Posey: how many of our firemen are working at Parker? As I see in your report, they hired another one, & I see Quinn is hired. Chief; Quinn, Jason, Evan, Chase, and Maxwell. Posey: So, 4 of our staff are working over there as a second job getting paid by PFD. Chief: two of them, well, all of them worked there prior. Chase & Evan were working there before, so they stayed on. So really the ones picking up time is Quinn & Maxwell those are the two. Jeff Daniel. So, what are doing on item 7? Sir? Speaking to Posey. Mr. Posey: are going to table it? John: can you make a motion to summarize all of that?



Chief: lets table this for further discussion and Posey interjected, well I'm not going to table. I think the motion is to go ahead wither further conversation to, no action, until our next meeting to discuss compensation, the Chiefs compensation, to do an executive session, but the Chief can decide if he wants to have an executive session or not. Chief: by law that is correct, he is correct, although it will be in the open as I do not want to go through this again. I want to be very transparent for where we are at and what we are doing. Mr. Mihelich: That is fine. Mr. Posey, this is nothing personal Chief, you know me, with the numbers and, Jeff Daniel spoke that he seconded the motion. John said I had to go into his office a couple of weeks ago and embarrass him that he is good with numbers. Mr. Posey stated finished with agenda item #7, No more action required.

8. (Discussion and Possible Action): Possible Board to approve FYE 2022, budget for Public Posting. *Motion made by Wayne Posy, approve the #1 budget for public posting that had included a 4% raise for all hourly employees, but now only included Firefighters to receive a 4% as discussed in item 6, if the board has the along with second from Jeff Daniel and with extraction of the 120k out of service contracts and the extraction of 74500k out of services with no other changes, Barbara Cole stated that will change what goes into the Public Safety Fund, if you change one thing, it carries all through budget proposed. Chris Chambers asked a question, if you take that out, you're not allowed to spend it, correct? Chief, correct. Wayne, No, Chief, yes. Wayne, we didn't have it in last year's budget, Chief, that was because the auditor's recommended that we put it in the budget. No change, its just the way the auditors wanted it done. Barbara, if you remove that, we would need to do an addendum and the public post. Chris Chambers in my experience it is easier to leave it in, and not spend it, if you decide against it. Chief, it is a lot easier to leave it in there, and the board decides not to use it, then we just don't spend it. Wayne, but we didn't amend last year's budget, Barbara, no because it was right after the budget hearing, and was already done, I told the auditors that San Bernadino wasn't in there and neither was Parker's IGA, there suggestion was to be to amend it and re-post, or don't; spend if it coincides with each other, it would probably be a suggestion on this year's audit. Chief, its not a mark, just a suggestion. Barbara, that's why everything is clear in the budget. Wayne, so what happens if we get out of the IGA contract, that means there would be less dollars going to PSPRS. Wayne, its only going to change to what goes into PSPRS. Jeff Daniel, you can approve a budget, you can not use it, but you can't raise it after you take it out you have to go through the process again. Chief, my recommendation would be to adopt it as is, and if the board chooses not to go forward, then don't spend the money. Wayne, I will revise my motion to adopt the budget, draft number 1, which includes a 4% increase for full time firefighters only as discussed in item 6 and the board has the right to not spend the money for 120K in service contracts and the expensed 74500k out BFD expense, along with a second from Jeff Daniel.*



There were no more comments or questions prior to voting.

Ayes: Daniel, Rountree, Posey, Mihelich & McCormack.

Nays:

Absent:

Abstain:

Chairman Daniel: Motion passed by a unanimous vote on agenda item #8

9. (Discussion and Possible Action): Possible Board approval to use Reserve Capital funds to replace Air Conditioning Units at Station 11. Table #9

Discussions regarding the Seer ratio of different HVAC units, two board members recommend two more HVAC vendors, to come in with another bid. No action Necessary as item regarding HVACs was tabled.

10. (Report) Chairman's Report: Jeff Daniel

No Report given

11. Fire Chief's Report: *See Attached Reports.*

- A. Summary of Incident Report/Activity Log
- B. Monthly Activities
- C. Upcoming Activities and Events

12. Ask Board Members for *items to be considered for inclusion on next agenda.*

Public Hearing, Budget approval

13. **Schedule next Regular Session or Workshop.**

Tuesday, June 22, 2021.

14. Adjourn of Regular Board Meeting: 8:07pm

Jeff Daniel
Jeff Daniel, Chairman

6/22/21
Date

Barbara Cole
Office Administrator

06/08/2021
Date

Minutes approved by: *Don Hart*

Date: 6-22-21

Minutes approved by: *Mike*

Date: 6-22-21



PERSONS WITH A DISABILITY MAY REQUEST A REASONABLE ACCOMMODATION BY CONTACTING, TROY MALONEY, FIRE CHIEF OF BUCKSKIN FIRE DISTRICT (928) 667-3321 AT LEAST **48 HOURS** PRIOR TO THE SCHEDULED MEETING. FACILITIES ARE HANDICAPPED ACCESSIBLE.