



Tucson Police and Fire PSPRS Boards
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SPECIAL MEETING MINUTES

Tucson Fire PSPRS Board

Monday, March 25, 2024 at 11:00 a.m.

Members of the Boards, staff, and the public were able to attend in person or remotely, through technological means, as permitted under Arizona law. *For members of the public that wanted to attend remotely, a Microsoft Teams conference call bridge was established so the meeting could be accessed via telephone.*

To access the meeting by telephone through the Microsoft Teams conference call bridge, members of the public could dial (213) 293-2303 then enter access code 974 267 805#

Mayor Romero called the Special Tucson Fire PSPRS Board meetings to order at 11:07 a.m.

1. ROLL CALL

Fire Board Members:

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| Present: | Regina Romero | Chair |
| | Paul Fimbres | Member |
| | Anna Rosenberry | Member |
| | Nathan Weber | Member |
| | Jason Adler | Member |

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| Also Present: | Mark Ewings | Police Board Member |
| | Alon Hackett | Incoming Police Board Member |
| | Steven Bossé | Board Attorney |
| | Susanna Horn | Board Secretary |
| | Tammy Webb | Local Board Office |
| | Mike Rankin | City of Tucson Attorney |
| | Genesis Cubillas | Mayor's Office, City of Tucson |
| | Brian Horch | Tucson Fire Department |
| | Tyler Blankenship | Tucson Fire Department |
| | Tommy Campuzano | Tucson Fire Department |
| | Joseph Crandall | Tucson Fire Department |
| | Hao Nguyen | Tucson Fire Department |
| | Kirby Comaduran | Tucson Fire Department |
| | Nick Perez | Tucson Fire Department |
| | Matthew Trujillo | Tucson Fire Fighters Local 479 |
| | Anthony D'Onofrio | Tucson Fire Fighters Local 479 |

A Fire Board quorum was established with all members attending in person.

Mayor Romero asked that prior to the start of the meeting, Ms. Rosenberry provide an update on how the City of Tucson plans to proceed with filling Mr. Jesse's vacated position with the PSPRS Local Board Office and that Mr. Rankin would fill in any gaps.

Ms. Rosenberry said that the City of Tucson would hire a replacement for the vacated position and that person would report to the Pension Administration Manager, ultimately reporting to the Business Services Manager. The position would be an open and competitive listing and existing members of the PSPRS Office are invited to apply. The position is expected to be posted this week, open for two weeks with the hope of filling it sometime in May.

Ms. Rosenberry said that if members of the PSPRS Boards would like to participate in the hiring process, they would be required to participate in a two-hour training on bias and recruitment. Mr. Rankin referred to the memorandum submitted to the boards citing his opinion that the City provides administration of the system for their employees.

Mr. Weber said that he did not feel it was the responsibility of the City to appoint the staff of this board and again cited the Fund Manager Advisory Opinion 2007-01 which has been the standard on which decisions for the boards have been made. He went on to say that he had reached out to other boards that use this as their standard as well and it has never changed, nor been challenged. Mr. Weber also cited multiple board meeting minutes in which this very issue has been previously addressed.

Mayor Romero addressed Mr. Rankin whose interpretation is that the statute does not give the Board any power to hire, appoint or set compensation of employees who provide administrative support to the Boards. Mr. Bossé said he felt the statute was unclear in his opinion and could result in a lawsuit and should instead be executed in a practical matter.

Mr. Weber, having served on the board for twelve years, expressed his disappointment as to how adversarial this topic has become, and the level of disrespect shown to the employees doing the work. He reiterated that the reason behind the Kutak Rock opinion was to answer some of the vagueness and provide clarification.

AUDIO RECORD ON FILE IN THE TUCSON POLICE AND FIRE PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM BOARDS' OFFICE LOCATED AT THE TUCSON FIRE DEPARTMENT, FIRE CENTRAL, ROOM 131, 300 S. FIRE CENTRAL PLACE, TUCSON, ARIZONA – AVAILABLE UPON REQUEST.

FIRE MINUTES

03/25/2024

PENDING

Mayor Romero said that she did not know who had put the agenda together and said that there were some members that were making decisions that had not been voted on and that she had not overseen the agenda. She also requested that an item be added to the next regular agenda to discuss adding agenda items. Mayor Romero said that things were done without her knowledge and said there were obviously board members making decisions for the entire board without following process, protocol, or procedure. Mr. Bossé said that at the last meeting held March 7, 2024, there were topics on the agenda that he had advised during that meeting, should be listed on a special agenda in a specific way. He apologized to Mayor Romero as she had not attended that meeting but explained that is where the discussion had taken place and the agenda had been set.

2. APPOINTMENT OF JOB POSITION AND PAY RATE FOR SUSANNA HORN

Set title/job position, set rate of pay adjustment and any additional benefits that need to be discussed.

Motion by Ms. Rosenberry, to table item #2. No second for the motion.

Motion **FAILED**

Motion by Ms. Rosenberry, to delay the appointment and use the City of Tucson Protocols and Procedures to open the position for an open and competitive hiring process. No second for the motion.

Motion **FAILED**

Mayor Romero asked how the boards would like to proceed. Mr. Ewings requested to speak and explained to everyone how historically, based on prior meeting minutes, the boards had proceeded with hiring staff. Mr. Ewings went on to cite various scenarios and instances directly from the PSPRS meeting minutes including pay adjustments and human resource communication regarding these changes.

It was decided by the board to enter an Executive Session for further discussion.

Motion made by Mr. Adler, seconded by Mr. Weber, that the Fire Board enter **Executive Session** for discussion of Items 2, 3 and 4.

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FIRE MINUTES

03/25/2024

PENDING

Motion **CARRIED** 3-2 by a voice vote of the Fire Board.

ENTER EXECUTIVE SESSION

RETURN TO OPEN SESSION

Motion made by Mr. Adler, seconded by Mr. Weber, that the Fire Board return to **Open Session**.

Motion **CARRIED** unanimously by a voice vote of the Fire Board.

Upon exit of the Executive Session, the Fire Board decided to table agenda items 2, 3 and 4 and form a sub-committee to include Mr. Adler. The sub-committee will then meet with a Human Resources representative deemed appropriate and the office staff to create job descriptions for the positions to be filled.

Motion made by Mr. Adler, seconded by Mr. Weber, of the Fire Board that agenda items 2, 3 and 4 be tabled until the April 4, 2024, Fire Board meeting to discuss the specific positions that the board needs to have filled for staffing including pay and benefits. Also, appoint a sub-committee to describe the job positions that need to be filled. The committee will consist of one Police Board member, one Fire Board member and one Human Resources representative deemed appropriate.

Motion **CARRIED** unanimously by a voice vote of the Fire Board.

3. PAY RATE ADJUSTMENT FOR TAMMY WEBB

Set rate of pay adjustment and any additional benefits that need to be discussed.

4. RECRUITMENT POSTING

Process for hiring Administrative Assistant

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FIRE MINUTES

03/25/2024

PENDING

5. ADJOURNMENT

The next regular meeting of the Tucson Police and Fire Public Safety Personnel Retirement System Boards is scheduled for **9:00 a.m.** on **April 4, 2024**, in Fire Central **Room 262**, Tucson Fire Department, 300 S. Fire Central Place, Tucson, AZ.

Mayor Romero adjourned the Fire Board meeting at 1:20 p.m.

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| Susanna Horn, Board Secretary | Date | Regina Romero, Chair | Date |

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