



Tucson Police and Fire PSPRS Boards
P O Box 27210
Tucson, AZ 85726-7210
(520) 791-4282 (Voice)
(520) 791-2676 (Fax)

MEETING MINUTES

Tucson Fire PSPRS Board

Thursday, May 1, 2025, at 9:00 a.m.

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

To access the meeting by telephone through the Microsoft Teams conference call bridge, dial (213) 293-2303 then enter access code 901 633 955#

Mayor Regina Romero called the Tucson Police and Tucson Fire PSPRS Board meetings to order at 9:06 a.m.

1. ROLL CALL

Police Board Members:

Present:

Regina Romero	Chair
Paul Fimbres	Member
Anna Rosenberry	Member
Jason Adler	Member
Anthony D'Onofrio	Member

Also Present:

Mark Ewings	Police Board Member
Alon Hackett	Police Board Member
Steven Bossé	Board Attorney
Elizabeth Curbelo	Board Secretary
Tammy Webb	Local Board Office
Genesis Cubillas	Mayor's Office, City of Tucson

A Fire Board quorum was established with Mayor Romero and Mr. Fimbres attending in person. Ms. Rosenberry, Mr. Adler, and Mr. D'Onofrio attended remotely.

2. RATIFICATION of all actions taken on April 3, 2025, Tucson Police and Tucson Fire PSPRS Local Boards meeting listed below:

Mr. Bosse explained that the notice of the April 3rd meeting did not get posted so technically we didn't have a valid meeting. So, this is a ratification pursuant to A.R.S. 38-431.05 and we have 30 days since the discovery of the fact the agenda wasn't posted. At this meeting we need to ratify the action items from the April 3rd meeting. We will need separate motions for each action item on the April 3rd meeting.

A. Ratification of ITEM 2 POLICE CONSENT AGENDA: ITEMS A – D from April 3, 2025: Vote taken without the April Agenda being posted on the official website, resulting in Open Meeting Law violation. This motion and vote must be ratified and re-voted on.

a. MINUTES FOR APPROVAL – March 6, 2025

b. ELECTION TO PARTICIPATE IN DROP

<u>Name</u>	<u>Yrs of Srv</u>	<u>Date</u>	<u>Eff. Date</u>
James Davis			05/03/2025
Michael Hill			05/30/2025
Gilbert Martinez			09/19/2025

c. PENSION PAYROLL – Additions and deletions to benefits

<u>Name</u>	<u>Transaction Type</u>	<u>LDW</u>	<u>Eff Date</u>	<u>Ben Amount</u>
Craig Arndt	NSR out of DROP		03/28/2025	\$4,062.17
Jose Flores	NSR out of DROP		02/27/2025	\$4,021.43
Frank Hanson	NSR out of DROP		07/11/2025	\$4,009.86
Jennifer Harrison	NSR out of DROP		04/30/2025	\$3,592.98
Scott Morken	NSR out of DROP		05/01/2025	\$3,911.44
Joseph Puglia	NSR out of DROP		07/31/2025	\$6,838.11
Mark Vines	NSR out of DROP		04/04/2025	\$4,085.49

d. APPROVAL OF EXPENDITURES

<u>Company Name</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	<u>Method</u>
Bossé Rollman PC	March Retainer	03/01/2025	\$400.00	Workday
Bradley Johnson	K McCrocklin IME	03/02/2025	\$2,596	Workday
Bradley Johnson	R Garza IME	03/10/2025	\$2,500	Workday
Sunnyside Medicenter	James Davis Annual IME	02/19/2025	\$750	Workday
Sunnyside Medicenter	Robert Massie Annual IME	02/20/2025	\$1,100	Workday
Sunnyside Medicenter	Chelsea Gutierrez Annual IME	02/20/2025	\$1,100	Workday

Please note: Legal Action may be taken on any agenda item

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Tucson PSPRS office at 791-4282. Requests should be made as early as possible to allow time to arrange the accommodation.

* Pursuant to ARS 38-431.03(A)(3) and (4): the board may hold an executive session for the purposes of obtaining legal advice from an attorney or attorneys for the Board or to consider its position and instruct its attorney(s) in pending or contemplated litigation. The board may also hold an executive session pursuant to A.R.S. 38-431.03(A)(2) for purposes of discussion or consideration of records, information or testimony exempt by law from public inspection.

No action taken by the Fire Board on this Police Item**B. Ratification of ITEM 3 FIRE CONSENT AGENDA: ITEMS A – D from April 3, 2025: Vote taken without the April Agenda being posted on the official website, resulting in Open Meeting Law violation.** This motion and vote must be ratified and re-voted on.

a. MINUTES FOR APPROVAL- March 6, 2025

b. ELECTION TO PARTICIPATE IN DROP

Name	Yrs of Srv	Date	Eff. Date
Christopher Anderson			03/28/2025
Conrad Funke			07/31/2025
Justin Keith			04/25/2025

c. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	LDW	Eff Date	Ben Amount
Michael Blume	NSR	07/11/2025	07/12/2025	
Nicholas Janton	NSR	07/08/2025	07/09/2025	
Raul Carrasco	NSR out of DROP	03/07/2025		\$5,029.85

d. APPROVAL OF EXPENDITURES

Company Name	Description	Date	Amount	Method
Bossé Rollman PC	March Retainer	03/01/2025	\$400.00	Workday

Motion by Mr. Adler, seconded by Mr. D’Onofrio, that Fire Items A-D are adopted and ratified as written.

Motion to ratify **CARRIED** by a roll call vote 4-0.

C. Ratification of ITEM 7 DISABILITY PENSION REVIEW OF IME REPORT from April 3, 2025: Vote taken without the April Agenda being posted on the official website, resulting in Open Meeting Law violation. This motion and vote must be ratified and re-voted on.**Police** - Attachments

Name	Ret Date:	Eff Date:	Application Type
Robert Garza	01/29/2024		Accidental IME
Keith McCrocklin	03/31/2025		Accidental IME
Chelsea Gutierrez	06/21/2019		Annual IME

Please note: Legal Action may be taken on any agenda item

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Tucson PSPRS office at 791-4282. Requests should be made as early as possible to allow time to arrange the accommodation.

* Pursuant to ARS 38-431.03(A)(3) and (4): the board may hold an executive session for the purposes of obtaining legal advice from an attorney or attorneys for the Board or to consider its position and instruct its attorney(s) in pending or contemplated litigation. The board may also hold an executive session pursuant to A.R.S. 38-431.03(A)(2) for purposes of discussion or consideration of records, information or testimony exempt by law from public inspection.

No action taken by the Fire Board on this Police Item

- D. Ratification of ITEM 8 LINE OF DUTY DEATH FOR FIRE- Attachments from April 3, 2025: Vote taken without the April Agenda being posted on the official website, resulting in Open Meeting Law violation.** This motion and vote must be ratified and re-voted on.

Patrick Quinn- DOD 03/02/2025, Surviving spouse Susan Quinn

Mr. D'Onofrio stated that the death certificate indicates that Mr. Quinn's immediate cause of death was brain cancer. The Industrial Commission of Arizona report indicates his illness was caused by his time in the fire service where he was exposed to many types of carcinogens since he started working in 1985. Based on the documentation provided, this meets the requirements for a line of duty death. Both Mr. Adler and Mr. Fimbres expressed their condolences to Mrs. Quinn and her two children who were in attendance.

Motion to ratify by Mr. Adler, seconded by Mr. D'Onofrio, to approve Patrick Quinn's retirement reclassification from a regular pension retirement to a Line of Duty Death Pension retirement.

Motion to ratify **CARRIED** by a roll call vote 4-0.

- E. Ratification of ITEM 11 LOCAL BOARD LEGAL COUNSEL FEE RETAINER CHANGE- from April 3, 2025: Vote taken without the April Agenda being posted on the official website, resulting in Open Meeting Law violation.** This motion and vote must be ratified and re-voted on.

- a. Increasing from \$400/month to \$500/month

Motion by Mr. Adler, seconded by Mr. D'Onofrio, that Fire Items A-D are adopted and ratified as written.

Motion to ratify **CARRIED** by a roll call vote 4-0.

3. POLICE CONSENT AGENDA: ITEMS A – D**A. MINUTES FOR APPROVAL – April 3, 2025****B. ELECTION TO PARTICIPATE IN DROP**

Please note: Legal Action may be taken on any agenda item

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Tucson PSPRS office at 791-4282. Requests should be made as early as possible to allow time to arrange the accommodation.

* Pursuant to ARS 38-431.03(A)(3) and (4): the board may hold an executive session for the purposes of obtaining legal advice from an attorney or attorneys for the Board or to consider its position and instruct its attorney(s) in pending or contemplated litigation. The board may also hold an executive session pursuant to A.R.S. 38-431.03(A)(2) for purposes of discussion or consideration of records, information or testimony exempt by law from public inspection.

Name	Yrs of Srv	Date	Eff. Date
Mikeal Allen			05/15/2025
Steven Hanes			07/25/2025

C. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	LDW	Eff Date	Ben Amount
Robert Dobell	NSR out of DROP		07/25/2025	\$3,134.82
Justin Doggett	NSR		04/25/2025	\$7,290.10
Aurelio Galvan	NSR		05/01/2025	\$4,417.82

D. APPROVAL OF EXPENDITURES

Company Name	Description	Date	Amount	Method
Bossé Rollman PC	April Retainer	04/01/2025	\$400.00	Workday

No action taken by the Fire Board on this Police Item

4. FIRE CONSENT AGENDA: ITEMS A – D**A. MINUTES FOR APPROVAL- April 3, 2025****B. ELECTION TO PARTICIPATE IN DROP**

Name	Yrs of Srv	Date	Eff. Date
Jason Lewis			03/28/2025

C. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	LDW	Eff Date	Ben Amount
Christopher Anderson	NSR out of DROP	04/09/2025	04/10/2025	\$10,250.85
Michael Blume	NSR	07/11/2025	07/12/2025	\$ 5,389.84
Christopher Jurvig	NSR out of DROP	05/02/2025	05/03/2025	\$ 7,598.47

D. APPROVAL OF EXPENDITURES

Company Name	Description	Date	Amount	Method
Bossé Rollman PC	April Retainer	04/01/2025	\$400.00	Workday

Please note: Legal Action may be taken on any agenda item

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Tucson PSPRS office at 791-4282. Requests should be made as early as possible to allow time to arrange the accommodation.

* Pursuant to ARS 38-431.03(A)(3) and (4): the board may hold an executive session for the purposes of obtaining legal advice from an attorney or attorneys for the Board or to consider its position and instruct its attorney(s) in pending or contemplated litigation. The board may also hold an executive session pursuant to A.R.S. 38-431.03(A)(2) for purposes of discussion or consideration of records, information or testimony exempt by law from public inspection.

Motion by Mr. Adler, seconded by Mr. D’Onofrio, that Fire Items A-D are adopted as written.

Motion **CARRIED** by a roll call vote 4-0.

5. APPLICATION FOR DISABILITY PENSION

Fire - Attachments

<u>Name</u>	<u>Ret Date:</u>	<u>Eff Date:</u>	<u>Application Type</u>
Sean McLaughlin			Accidental

Motion by Mr. Adler, seconded by Mr. D’Onofrio, to send Mr. McLaughlin to an IME.

Motion **CARRIED** by a roll call vote 4-0.

6. APPLICATION FOR DISABILITY PENSION

Police - Attachments

<u>Name</u>	<u>Ret Date:</u>	<u>Eff Date:</u>	<u>Application Type</u>
No additions or deletions at this time			

7. DISABILITY PENSION REVIEW OF IME REPORT

Fire - Attachments

<u>Name</u>	<u>Ret Date:</u>	<u>Eff Date:</u>	<u>Application Type</u>
No additions or deletions at this time			

8. DISABILITY PENSION REVIEW OF IME REPORT

Police - Attachments

<u>Name</u>	<u>Ret Date:</u>	<u>Eff Date:</u>	<u>Application Type</u>
Jeremy Michel	08/31/2022		Annual IME

No action taken by the Fire Board on this Police Item

9. ADMINISTRATIVE ASSISTANT RECRUITMENT- Status update

Candidate accepted job and thereafter rescinded her acceptance due to obtaining a full-time job elsewhere. Ms. Curbelo explained that she asked Ashley from HR if we could make an offer to the only candidate that was looking for part-time work and also had some PSPRS experience and was informed that currently all job recruitments were on hold citywide. Ms. Rosenberry stated that she will confirm with the City Manager that we can move forward with the Administrative Assistant recruitment. She further stated that

Please note: Legal Action may be taken on any agenda item

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Tucson PSPRS office at 791-4282. Requests should be made as early as possible to allow time to arrange the accommodation.

* Pursuant to ARS 38-431.03(A)(3) and (4): the board may hold an executive session for the purposes of obtaining legal advice from an attorney or attorneys for the Board or to consider its position and instruct its attorney(s) in pending or contemplated litigation. The board may also hold an executive session pursuant to A.R.S. 38-431.03(A)(2) for purposes of discussion or consideration of records, information or testimony exempt by law from public inspection.

this was advertised as an appointed position by the board so there is more latitude than if this were a civil service protected position in our ability to choose suitable candidates. She doesn't think that we will have a problem in moving forward.

10. RECORD RETENTION POLICY -Draft proposal

The draft was reviewed by local board members. Mr. Bosse explained that annual reviews stop once a member reaches a normal retirement age and therefore, medical records no longer need to be kept. The language on item 5 will be changed from keeping IME medical reports for the duration of annual IME's to keep until a member reaches normal retirement age. Prepare a final for approval at the June local board meeting.

11. FUTURE AGENDA ITEMS

- A. Record Retention updated draft
- B. Administrative Assistant status update
- C. Quinn LODD update
- D. Board Secretary and staff member draft work performance evaluations

12. FUND/OFFICE INFORMATION

- Quinn LODD is currently under review by PSPRS and they have requested an IME as the death certificate states cause of death as natural cause. All documents were sent to IME the same day PSPRS requested the IME.
- Robert Garza, whose disability application was denied, called to request a rehearing but has not made the request
- Provided new PSPRS rates to the City that are effective 07/01/2025
- Met with TSRS Pete Saxton and Deputy Director Aaron Williams regarding logistics of the upcoming new PSPRS STARS system. The new system go-live implementation date has been postponed
- Tami and Elizabeth both completed the WD Performance Evaluation Model training and the Base Pay Calculator training. Elizabeth will do Tami's evaluation and Elizabeth's evaluation will be done by the local board members. Ms. Rosenberry explained that what the city has set up for city employees is the use of workday with specific parameters for evaluation. The board has its authority to do whatever type of evaluation of its employees that it wants to. Reporting structure wise in the workday system, not sure where Elizabeth is. It's been a big issue by people in the organization and in various ways by board members who have questioned if Elizabeth were to be put under Ms. Rosenberry in the workday reporting structure. Ms. Rosenberry further stated that the board members can use the tool that the city provides to evaluate city employees. This board has asserted that these are not city employees that report to the city manager but rather that they report to this board. The board has the authority to evaluate how and when and what parameters it wants to use. It would be appropriate for Elizabeth to

Please note: Legal Action may be taken on any agenda item

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Tucson PSPRS office at 791-4282. Requests should be made as early as possible to allow time to arrange the accommodation.

* Pursuant to ARS 38-431.03(A)(3) and (4): the board may hold an executive session for the purposes of obtaining legal advice from an attorney or attorneys for the Board or to consider its position and instruct its attorney(s) in pending or contemplated litigation. The board may also hold an executive session pursuant to A.R.S. 38-431.03(A)(2) for purposes of discussion or consideration of records, information or testimony exempt by law from public inspection.

report to the board members on her evaluations of the other board employees. The local board personnel evaluations will be discussed in an executive session to review personnel matters at the June meeting.

- Tami and Elizabeth will be presenting at Golder Ranch on PSPRS local board duties
- Office closed Monday May 26th- holiday
- Mr. Bosse talked about a new case that just came out regarding a firefighter who applied for workmen's comp disability for PTSD. It was determined that exposure to normal workplace trauma does not constitute a basis for PTSD.

13. CALL TO AUDIENCE

None

14. 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 **June 5, 2025**, in Fire Central **Room 262**, Tucson Fire Department, 300 S. Fire Central Place, Tucson, AZ.

Please note: Legal Action may be taken on any agenda item

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Tucson PSPRS office at 791-4282. Requests should be made as early as possible to allow time to arrange the accommodation.

* Pursuant to ARS 38-431.03(A)(3) and (4): the board may hold an executive session for the purposes of obtaining legal advice from an attorney or attorneys for the Board or to consider its position and instruct its attorney(s) in pending or contemplated litigation. The board may also hold an executive session pursuant to A.R.S. 38-431.03(A)(2) for purposes of discussion or consideration of records, information or testimony exempt by law from public inspection.