



Tucson Police and Fire PSPRS Boards
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MEETING MINUTES

Tucson Police PSPRS Board

Thursday, October 2, 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 Romero called the Tucson Police and Tucson Fire PSPRS Board meetings to order at 9:05 a.m.

1. ROLL CALL

Police Board Members:

Present:

Regina Romero	Chair
Mark Ewings	Member
Alon Hackett	Member
Paul Fimbres	Member
Anna Rosenberry	Member

Also Present:

Jason Adler	Fire Board Member
Anthony D'Onofrio	Fire Board Member
Steve Bosse	Board Attorney
Elizabeth Curbelo	Board Secretary
Tammy Webb	Local Board Office

A Police Board quorum was established with Mayor Romero, Mr. Ewings, Mr. Hackett, Mr. Fimbres and Ms. Rosenberry attending in person.

2. POLICE CONSENT AGENDA: ITEMS A – D**A. MINUTES FOR APPROVAL – September 4, 2025****B. ELECTION TO PARTICIPATE IN DROP**

Name	Yrs of Svce	Date	Eff. Date
Rigoberto Egurrola	20.687		09/30/2025
Gabriel Lopez	25.023		11/09/2025
Christopher Widmer	25.678		10/17/2025
Ricardo “Scooby” Fernandez	27.288		11/28/2025

C. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	Eff Date	Ben Amount
William Bradway	NSR out of DROP	09/26/2025	\$4,304.23
Douglas Foster	NSR out of DROP	10/28/2025	\$4,208.93
Heriberto Orozco	NSR out of DROP	10/31/2025	\$4,845.03
Shawn Ramsey	NSR out of DROP	10/30/2025	\$3,822.81
Ernest Reyna	NSR out of DROP	10/17/2025	\$3,265.94

D. APPROVAL OF EXPENDITURES

Vendor Name	Description	Date	Amount	Method
Bosse Rollman PC	September Retainer	09/01/2025	\$500.00	Workday
Bradley Johnson M.D. Dan Deloria	IME	08/25/2025	\$2,328.00	Workday
Sunnyside Medicenter C McNamara	IME	09/04/2025	\$1,200.00	Workday

Motion by Mr. Ewings, seconded by Mr. Hackett, that Police Items A-D are adopted as written.

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

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

Name	Yrs of Svce	Date	Eff. Date
Julio Calderon	20.060		01/01/2026
Thomas Kehoe	22.221		09/26/2025
Drew Stonecipher	20.227		09/30/2025

C. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	LDW	Eff Date	Ben Amount
Jason Tackett	NSR out of DROP		10/05/2025	\$3,381.00

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D. APPROVAL OF EXPENDITURES

Vendor Name	Description	Date	Amount	Method
Bosse Rollman PC	September Retainer	09/01/2025	\$500.00	Workday

No action taken by the Police Board on this Fire Item

4. APPLICATION FOR DISABILITY PENSION

Fire - Attachments

Name	Ret Date:	Eff Date:	Application Type
Ryan Johnson			Accidental

No action taken by the Police Board on this Fire Item

EXECUTIVE SESSION PURSUANT TO ARS 38-431.03-Legal Matters

Motion made by Mr. Ewings, seconded by Mr. Hackett that the Tucson Police Board enter **Executive Session** to receive legal advice and consultation on both Mr. Deloria's and Mr. McNamara 's Accidental Disability retirement application IME's.

Chair Mayor Regina Romero called the Tucson Police PSPRS Local Board members into an executive session at 9:09am. Motion **CARRIED** unanimously.

ENTER EXECUTIVE SESSION**PSPRS TUCSON POLICE LOCAL BOARD MEMBERS direction regarding Executive Session – Legal Advice**

The Executive Session was held from 9:09 a.m. and adjourned at 9:38 a.m.

It was moved by Chair Mayor Regina Romero, Motion **CARRIED** unanimously

RETURN TO OPEN SESSION**5. DISABILITY PENSION REVIEW OF IME REPORT**

Police - Attachments

Name	Ret Date:	Eff Date:	Application Type
Daniel Deloria			Accidental
Christopher McNamara			Accidental

Motion by Mr. Ewing, seconded by Mr. Hackett, to table a decision on Mr. Deloria's disability retirement application pending obtaining additional information from his former employer, Tucson Police. Information to be requested from employer is reason

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employment terminated and if it was based on a disciplinary issue. Also obtain additional documentation for the resignation reason from the employee.

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

Motion by Mr. Ewing, seconded by Mr. Hackett, to table a decision on Mr. McNamara's disability retirement application pending an Independent Medical Evaluation with a pulmonary specialist for a second opinion.

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

6. PSPRS LOCAL BOARD BUDGET STATUS UPDATE

Ms. Curbelo informed the Tucson Police and Tucson Fire board members that she reached out to Vivian Newsheller, Deputy Director of Finance, to schedule a meeting to discuss the PSPRS budget placement in the organization. Scheduling of meeting is pending. She also contacted the new budget manager, Roberta Sullivan, and a meeting is scheduled to discuss PSPRS and its budget. She also met with the new Tucson Fire Finance Manager, Florinda Everbach, who has provided some budget information but due to the historical moves of the budget, is having difficulty locating data from prior years. She has reached out to her contacts in the City of Tucson Budget and Finance areas and is awaiting a response. She further stated that her predecessor was instructed by Vivian Newsheller to move all PSPRS PCN's and budget out of Tucson Fire. Due to the various moves of where the PSPRS budget resides, the PSPRS office invoices have been getting rejected due to wrong coding. As the budget is moved each year, the PSPRS office is not notified which results in delayed payment to vendors and an inability to track expenditures and plan projections. Ms. Curbelo further stated that after reviewing minutes from prior years, it appeared that the budget approved by the PSPRS Local Board members is what is generally adopted by the employer. She found that a former PSPRS board member, Nate Webber, cited at several board meetings that, A.R.S. §38-847(N) N. The fees of the medical board and of the local board's independent legal counsel ***and all other expenses of the local board necessary for the administration of the system shall be paid by the employer and not the board of trustees or system at such rates and in such amounts as the local board shall approve.*** From everything she read going back 5 years, there has never been an issue where the PSPRS local boards have ever overstepped their authority or been irresponsible with the budget expenditures. There is confusion with the employer as to where PSPRS should reside in their structure. One example is an email from the TSRS manager, Pete Saxton, where he stated "The PSPRS board doesn't have a department because the Board is the statutory authority. But the Board is not a person in Workday so it cannot review/approve transactions or approve timecards, etc.

So my guess is that everyone agrees there needs to be a budget and a reporting structure, but PSPRS remains independent and has been moved to try to make more sense of the review process or to make more sense of who you work with... Police and Fire.

-Pete"

Ms. Rosenberry asked what the problem we are trying to solve is. Legal counsel Bosse responded with, it's very simple, the PSPRS board adopted a budget, and someone somewhere changed it and

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moved it without a notification to the PSPRS board members. He further stated that we are unique, but we are plugged into the city system for payments and processing. We are trying to put a round peg in a square hole. Ms. Curbelo asked if assigning a department number to PSPRS would eliminate the problems faced by the PSPRS local board office placement in the employer organization.

Ms. Rosenberry stated that the city manager approves the budget. The city manager did not approve 3 full time positions for the PSPRS local board office. Mayor Romero stated that it's very concerning to her that budget and finance personnel are not familiar with who the PSPRS local board office is.

Mayor Romero stated that she is concerned that the PSPRS board secretary does not have a contact to discuss the budget for the PSPRS Local Board office. It would have been easy for someone at budget or finance to reach out to Ms. Curbelo and explain why the budget was changed. Not having that communication, not having the ability for Elizabeth to have this conversation with the city is concerning.

Mr. Hackett recalled a conversation between the board members and the city manager earlier in the year where both sides believed they unilaterally controlled what happens with the PSPRS budget. There was a little bit of head-to-head. Mr. Hackett at that time asked the city manager what would happen if the local board members agreed to submit budgets and make requests in accordance with city guidelines, what do we get back from the city? The city manager stated board members could expect a better working relationship, more collaborative action and a better flow of information back and forth. That is exactly what we've been asking for. Ironically, this has not been the case since that statement was made. We need to demand better communication.

Mr. Adler asked what prevents the city from creating a department number. Ms. Rosenberry stated that the city would have 2 entities, the city and the PSPRS local board. She feels frustrated with the situation. She stated that Vivian and Roberta are the people to have a conversation with.

Mayor Romero stated that it's important to continue to try and smooth things out with the new Workday system. She doesn't believe that anyone at the table is trying to blame Ms. Rosenberry but rather trying to figure out how to clarify all of this and make those connections so that the relationship can work. Need to figure out where PSPRS is placed into the workday system to get where they need to get.

Ms. Curbelo addressed Ms. Rosenberry and informed her that the goal is to stop the continual movement of the PSPRS budget and have stability and that stated that anything said is not directed at her and that she's been wonderful to work with.

Mr. Hackett apologized if he came across as accusatory or aggressive as it's not directed at Ms. Rosenberry and apologizes.

Mr. Adler stated the same. He stated that Ms. Rosenberry was very helpful during the recruitment. It's definitely not directed at Ms. Rosenberry.

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Next steps are to connect Elizabeth to Angele and Roberta to clear this up and establish communications.

EXECUTIVE SESSION PURSUANT TO ARS 38-431.03-Personnel Matters

Motion made by Mr. Ewings, seconded by Mr. Hackett, that the Tucson Police Board enter an **Executive Session** to discuss personnel matters.

Chair Mayor Regina Romero called the Tucson Police and Tucson Fire PSPRS Local Board meeting into an executive session at 10:11a.m. to discuss personnel matters. Motion **CARRIED** unanimously.

ENTER EXECUTIVE SESSION

PSPRS TUCSON POLICE AND TUCSON FIRE LOCAL BOARD MEMBERS direction regarding Executive Session – Personnel Matters

The Executive Session was held from 10:11 a.m. and adjourned at 10:30 a.m. It was moved by Chair Mayor Regina Romero, Motion **CARRIED** unanimously.

RETURN TO OPEN SESSION

7. PSPRS LOCAL BOARD OFFICE EMPLOYEES PAY ADJUSTMENTS

Mayor Romero asked Ms. Curbelo if the budget that was adopted could absorb the requested salary adjustment and she confirmed yes. Ms. Curbelo informed the board members that she is requesting a total increase of 3% including the 1.5% provided to Ms. Webb and the .75% provided to Ms. Curbelo. Ms. Curbelo also requested to be considered for a title change from Lead Pension Analyst to PSPRS Administrator. She also informed the members that in the Workday system, a pay range was not assigned to her profile.

Ms. Rosenberry stated that the board has a desire to compensate board employees as other city employees' compensation as administered. It's important to make sure that the .75% adjustment applied to Ms. Curbelo was applied consistently to other city employees. The board would like to get an understanding if either Ms. Webb or Ms. Curbelo were going to be included in any of the market adjustments that will be effective October 5th. The board employees are expected to participate in the 4900 project which has materials that need to be submitted by October 15th so that they can be analyzed for pay range adjustments for the coming year that the city manager is working on.

Motion by Ms. Rosenberry, seconded by Mr. Adler, to table a decision on providing merit salary increases for Ms. Webb and Ms. Curbelo pending additional research and information.

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

Motion by Ms. Rosenberry, seconded by Mr. Ewings, to table a decision on providing merit salary increases for Ms. Webb and Ms. Curbelo pending additional research and information.

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

Note: Mayor Romero excused herself from the meeting due to another commitment.

8. FUTURE AGENDA ITEMS

- A.** PSPRS Local Board office employee pay adjustment
- B.** Review of additional information for Agenda Item 5
- C.** Administrative Assistant temp to perm appointment

9. FUND/OFFICE INFORMATION

- Mr. Fimbres asked if Luz, the temp employee, would be attending future meetings. Ms. Curbelo informed him that she wasn't required to attend but could if needed. She further stated that the temp contract is for 90 days and if we are interested in converting her to permanent, we can start the process after the temp contract ends. She is doing a really good job cleaning up old files and providing much needed assistance.
- Legal Counsel Bosse stated that we would like to follow city procedures as it pertains to making the temp a permanent employee.
- Ms. Rosenberry stated that we might need a special meeting for Tucson Fire member Sean McLaughlin. Ms. Curbelo stated that she will follow up on this via email.
- Ms. Curbelo informed the PSPRS local board members that she did send out the calendar year 2026 PSPRS local board office monthly invites to each of them.
- The STARS project for PSPRS has a training target date of February 2026 and they will provide logins for both the employers and the local board office employees
- A copy of the PSPRS 4th quarterly newsletter was provided to each board member which included information where PSPRS reported an 11.1% for the fiscal year ending June 2025 net of fee investment return which generated approximately 2.4 billion in value for the pension trust which surpassed the 7.2% they were estimating, and it benefitted nearly 60,000 members.
- Contacted Helen Smart in HR regarding information on hiring the temp employee as permanent.

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- Sent the PSPRS flyers to contacts in the budget and finance offices as requested by Mayor Romero. They requested a change in one area and subsequently the updated flyer was sent.
- Ms. Curbelo and Ms. Webb went out to the training academy to meet with the new recruits in TPD class 25-1, to have them complete PSPRS enrollment forms and present information to them.
- Ms. Curbelo attended the Struggle Well training session and while there also assisted attendees with questions regarding PSPRS.
- The board and commissions office requested files that were not provided in early 2024.

10. CALL TO AUDIENCE

None

11. ADJOURNMENT

The next regular meeting of the Tucson Police and Fire Public Safety Personnel Retirement System Boards is scheduled for **9:00 a.m., Thursday, November 6, 2025**, in Fire Central **Room 262**, Tucson Fire Department, 300 S. Fire Central Place, Tucson, AZ.

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