



Tucson Police and Fire PSPRS Boards
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MEETING MINUTES

Tucson Police PSPRS Board

Thursday, December 4, 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 9:09 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
Robert Carpenter	Public Member
Cynthia Carpenter	Public Member
Anna Rojo-Keene	Public Member
Ryan Johnson	Public Member

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 – October 2, 2025

B. ELECTION TO PARTICIPATE IN DROP

<u>Name</u>	<u>Yrs of Svce</u>	<u>Date</u>	<u>Eff. Date</u>
Preston Hould	20.160		11/01/2025
Chad Kasmar	25.016		01/05/2026
Ericka Stropka	26.634		02/23/2026
Leslie Gallaher	20.129		02/23/2026
Dallas Wilson	26.609		11/30/2025
Natalie Pike	25.046		01/16/2026

C. PENSION PAYROLL – Additions and deletions to benefits

<u>Name</u>	<u>Transaction Type</u>	<u>Eff Date</u>	<u>Ben Amount</u>
Leon Gutierrez	NSR out of DROP	10/09/2025	\$4,582.79
John Potter	NSR out of DROP	01/30/2026	\$4,985.59
Christopher Widmer	NSR	10/21/2025	\$9,919.69
Jorge Alzaga	NSR out of DROP	01/02/2026	\$3,548.02

D. APPROVAL OF EXPENDITURES

<u>Vendor Name</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	<u>Method</u>
Bosse Rollman PC	October Retainer	10/01/2025	\$500.00	Workday
Bosse Rollman PC	November Retainer	11/03/2025	\$500.00	Workday
Sunnyside Medicenter R Carpenter IME		09/25/2025	\$1,375.00	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- November 6, 2025

B. ELECTION TO PARTICIPATE IN DROP

<u>Name</u>	<u>Yrs of Srv</u>	<u>Date</u>	<u>Eff. Date</u>
Donny Dal Ponte			12/31/2025

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C. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	LDW	Eff Date	Ben
Amount				
NONE				

D. APPROVAL OF EXPENDITURES

Vendor Name	Description	Date	Amount	Method
Bosse Rollman PC	November Retainer	11/03/2025	\$500.00	Workday

No action taken by the Police Board on this Fire Item

4. DISABILITY PENSION APPLICATION UPDATE**Police-**

Dan Deloria- The requested additional information was obtained from both the employer and member as provided in the binders for additional review.

Mr. Hackett explained that with Tucson Police internal investigations, before you get discipline, they have to serve you with a notice to discipline. In the case of Mr. Deloria, before the results of the investigation came out, he decided to retire. Legal counsel Bosse explained that there is nothing wrong with saying I terminated because of potential disciplinary action before he was served, he has a right to a rehearing and a right to file litigation if he doesn't agree with the Local board decision.

Motion by Mr. Ewings, seconded by Mr. Hackett, that Mr. Deloria's retirement disability application be denied based on the additional information received from Tucson Police Department and Dan Deloria himself.

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

5. APPLICATION FOR DISABILITY PENSION**Fire – Attachments**

Name	Ret Date:	Eff Date:	Application Type
NONE			

No action taken by the Police Board on this Fire Item

6. DISABILITY PENSION REVIEW OF IME REPORT**Police – Attachments**

Name	Ret Date:	Eff Date:	Application Type
Robert Carpenter			Accidental
John Martinez			Ordinary

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Motion by Mr. Ewings, seconded by Mr. Hackett, to accept Mr. Carpenter's accidental disability application.

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

Mr. Ewings recognized Sargent Carpenter, continuing to work after such a difficult time when he did not need to continue working. The fact that he came back to work for many years is impressive. Can't imagine the difficulty he and his family had. In public safety, there's nothing more you could have given. Mayor Romero thanked him for his service to the community. She thanked him and his family for his service. Mr. Hackett stated that he remembered the night it happened, he was a rookie at the time, and he's been on almost 20 years. To say that your long and distinguished career with the Tucson Police Department is anything but long, my hats off to you sir, you have been an inspiration to me and several other members of this department and this city for a very long time. Thank you sincerely for everything you've done for us and given to us.

Motion by Mr. Ewings, seconded by Mr. Hackett, to accept Mr. Martinez's ordinary disability retirement application.

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

7. DISABILITY PENSION REVIEW OF IME REPORT

Fire – Attachments

<u>Name</u>	<u>Ret Date:</u>	<u>Eff Date:</u>	<u>Application Type</u>
Ryan Johnson			Accidental

No action taken by the Police Board on this Fire Item

8. ADMINISTRATIVE ASSISTANT POSITION STATUS UPDATE

Temp employee Luz Ochotorena has signed a job offer letter with a November 17th effective date for the permanent part-time Administrative Assistant position at an hourly rate of \$24.96 which is based on her years of experience. The PSPRS Tucson Fire local board members approved this action in the November 6th PSPRS Local Board meeting. To be ratified by the PSPRS Tucson Police local board members.

Motion by Ms. Rosenberry, seconded by Mr. Ewings to ratify Ms. Ochotorena to be appointed into a permanent part-time Administrative Assistant position in the PSPRS Tucson Police and Tucson Fire Local Board Office effective November 17, 2025, at a \$24.96 hourly rate.

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

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9. PSPRS LOCAL BOARD BUDGET STATUS UPDATE

Ms. Curbelo informed the board that the PSPRS local board office has been placed as a separate unit under the BSD (Business Services Department) in the City of Tucson Workday organization. An organizational chart was provided to each member in their respective binders.

Ms. Curbelo explained that since the October Local Board meeting, she attended 3 different meetings to discuss the PSPRS Local Board budget placement in the COT organizational structure.

1. The first one was with COT Budget Manager Roberta Sullivan and going forward she will include Ms. Curbelo in all applicable budget communications and make sure that she has access and training provided as well.
2. The next meeting was with Angele Ozoemelan, Director of BSD, Roberta Sullivan, COT Budget Manager, and Vivian Newsheller, Deputy Director of Finance. Ms. Curbelo presented to them why the Local Board PSPRS office exists and what they are tasked to do and what the City's role is as the fiscal agent. She explained that by Arizona state statute all organizations in the State of Arizona who employ commissioned officers and have elected officials are required to have a PSPRS local board and in the case of the City of Tucson, they must have one for Police and one for Fire.

She stated that PSPRS local board members were concerned that decisions are being made regarding the PSPRS Local board budget and where we exist in the organization without any background or without contacting the local board office and that she should be contacted going forward before a decision is made. While yes, the City Manager makes decisions on budgets, he doesn't make them without input from someone, unfortunately, it appears that the input he has been receiving is not coming from the PSPRS local board office members as it should be. Ms. Curbelo is hopeful that each board member has had an opportunity to read the email thread that she provided in their notebooks with more detailed information.

After some discussion during these meetings, it was decided that having the PSPRS office reside as a unit under the BSD organization would make the most sense for processing expenses and have an adopted budget. Angele expressed concern that the board would have authority to spend as they wish. Ms. Curbelo explained that never in the history of the local board office has there been any negligent action that would be of concern as it applies to the budget. The office hardly spends and when they do, it's only on what is needed to run the office efficiently. She assured them that that concern is not one they need to worry about with us.

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3. Thereafter, Ms. Curbelo had an opportunity to meet with another group from the budget office. Finance Manager, Yvette Hurley, has been assigned as our contact person for anything budget related. After some discussion and clarification on some of the unknown expenditures, Yvette has a good grasp of what needs to go where. Ms. Curbelo also connected her with Flor, a Finance Manager who is currently assigned to TFD to ensure that the budget, expenditures and anything financial related to the PSPRS Local Board office exists together in one place as Flor had some familiarity with it when she previously worked on it some. Going forward the plan is for Ms. Curbelo to receive a monthly detailed expenditure report to ensure the right expenditures are being charged to our budget.

10. PSPRS LOCAL BOARD OFFICE EMPLOYEES PAY REVIEW/UPDATE

- .75% increase for Board Secretary is accurate based on City of Tucson criteria
- No market adjustments were provided to PSPRS Local Board office employees
- Request from PSPRS Local Board Secretary to have the City of Tucson title changed from Sr. pension analyst to Administrator, PSPRS Local Board Office (a title to be created)

Motion by Mr. Adler, seconded by Mr. D'Onofrio, to begin discussions about making the requested title change to Administrator, PSPRS Local Board Office,

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

Mayor Romero asked what's the difference, what's the difference in pay and what does this mean. Ms. Curbelo stated that she provided in all board member binders the workday job descriptions that are similar to what she does and included pay and pay ranges while highlighting the duties she currently does.

Mr. Ewings stated that he would like more information and wondered what the impact of a title change would be.

Mr. Adler stated that the history of this position as he understands it is that at the time of hiring Michael Jesse the board used the pension analyst position as that made the most sense when he was hired to pay him what he needed to be paid. When he was being replaced, this job title should have been looked at but it was ignored. He doesn't think that it is an appropriate job title. It's appropriate at this time to re-evaluate the job title as it never really matched the position. He would like to see added the work as a Board secretary in the job description.

Mayor would like to have an audit completed on the work and the position. She further stated that in terms of pay, many of the administrators in the water department have 20 to 30 years in and so the pay can't be comparable. She recommends that you look at an administrator that has a year in vs someone who is 20 to 30 years in. Ms. Curbelo asked why they don't look at prior experience as what she is doing requires more than one year

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of experience. Someone with one year of experience could not walk in and do the job. All her prior experience is the reason that she can do the job. She came in with 27 years of experience in running big departments. Mayor Romero responded that she agrees with that but when you took the job there was a negotiation for your salary and you accepted. And so, yes bringing in background and historic work is appropriate. She believes that there needs to be an audit of the job and a process to follow. Legal counsel Bosse stated that part of the thought process is that there are more people in administrator roles to compare Elizabeth to as there aren't as many people in the current position title to compare to. Part of her work is to try and make the board's work inside of the city structure easier.

Ms. Rosenberry stated that she was confused by the request for title change when it sounds like the request is more of a request for a reclassification. We have a system where working titles can be established. If this is about the assigned job classification, HR can come in and conduct a job audit. I'm getting that this board would like to use the city system and fit within the city system for the job description and the titles. I don't recall this being as we just kind of threw it out there when we posted the job. This board examined in detail the job title and descriptions and approved them. If this board would like to request a job audit, that's something that we can ask HR to do but I don't know how soon they can get it done.

Mr. Ewings stated that he is supportive of figuring out the title position. I am in favor of researching what an appropriate title should be and if the pay range should be adjusted.

Bosse stated that while we are independent, we want to work within the city system.

Mayor Romero stated that the board reviewed the job descriptions and approved them.

Bosse stated that the motion be modified to ask HR to review the job description and title and report back to the board.

Ms. Curbelo was advised to work with the City of Tucson HR director, Teri Traaen.

Motion by Mr. Ewings to do the same as the fire board, seconded by Mr. Hackett.

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

Mr. Hackett stated that we say consistently that we are a separate board and we handle our business, and we work with the city but would like the board to consider that HR may not be obliged to do these things for us. If they do, then we should express our gratitude for their assistance. We could possibly investigate having an outside source to do this evaluation. Mayor Romero stated that Ms. Curbelo will follow up with Teri Traaen, HR director.

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11. FUTURE AGENDA ITEMS

Mr. Adler requested that a discussion be started to evaluate the current IME being utilized and research who are other depts using. Legal Counsel Bosse stated that there's been a trend with other pension boards to diversify and try to get more independent IMEs. There is a feeling in some of the depts and agencies that there needs to be more rigor over retirement disability applicants. Mr. Hackett stated that he would like to have a spreadsheet of IME results to see if there are any trends, what have been approved, what have been denied on our disability requests. Legal Counsel Bosse stated that he has yet to see disapproval from Dr. Thrasher. He commented that he is not a med doc, what are you doing making a conclusion on aortic aneurism.

Mr. Ewings would like to see how many doctors out there are doing this type of work, what the fees are, what do these doctors feel comfortable evaluating.

Bosse stated that Pheonix Police and Maricopa use an IME management company, where they have a pool of specialized doctors. He stated that Golder Ranch and Northwest are now using this service as well. Shannon Ortiz at Golder Ranch is a good contact.

12. FUND/OFFICE INFORMATION

- Christopher McNamara's IME report will be on the January agenda
- Tammy and Elizabeth will be going to Phoenix to train on the new system going live sometime in 2026
- Tammy and Elizabeth participated in the wellness fair yesterday
- Will be participating in the Tucson Fire upcoming wellness session
- Office will be closed Christmas and New Year's holidays

13. CALL TO AUDIENCE

Anna Rojo-Keene from Mayor Romero's office informed the board that she will be filling in for Genesis temporarily with Mayor Romero.

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., Thursday, January 8, 2026**, in Fire Central **Room 262**, Tucson Fire Department, 300 S. Fire Central Place, Tucson, AZ.

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