



Tucson Police and Fire PSPRS Boards
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(520) 791-4282 (Voice)
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MEETING MINUTES

Tucson Fire PSPRS Board

Thursday, May 7, 2026, 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#

Chair Mayor Regina Romero called the Tucson Police and Tucson Fire PSPRS Board meetings to order at 8:59 a.m.

1. ROLL CALL

Fire Board Members:

Present:

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

Also Present:

Alon Hackett	Police Board Member
Mark Ewings	Police Board Member
Kevin Kristick	Board Attorney
Elizabeth Curbelo	Board Secretary
Tammy Webb	Local Board Office
Genesis Cubillas	Public Member

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

2. RATIFICATION of all actions taken on April 2, 2026, Tucson Police and Tucson Fire PSPRS Local Boards meeting listed below:

This is a ratification pursuant to A.R.S. 38-431.05 we have 30 days since discovery of the fact the agenda wasn't posted by the required deadline. During the May 7, 2026, Tucson Police and Tucson Fire Local Board meeting, the action items from the April 2nd meeting will be ratified. This will require separate motions for each action item from the April 2nd meeting.

Discussion items from the April 2, 2026, meeting will be identified in the meeting record for completeness; however, only those items involving legal action require ratification.

A. Ratification of ITEM 2 POLICE CONSENT AGENDA: ITEMS A – D from April 2, 2026: 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 5, 2026

b. ELECTION TO PARTICIPATE IN DROP

<u>Name</u>	<u>Yrs of Svce</u>	<u>Date</u>	<u>Eff. Date</u>
Dawn Paglinawan			05/25/2026

c. PENSION PAYROLL – Additions and deletions to benefits

<u>Name</u>	<u>Transaction Type</u>	<u>Eff Date</u>	<u>Ben Amount</u>
Troy Wallen	NSR	03/31/2026	\$9,263.66
Christopher Andreacola	NSR out of DROP	04/24/2026	\$8,397.10
Jason Bentley	NSR out of DROP	03/26/2026	\$3,525.03

d. APPROVAL OF EXPENDITURES

<u>Vendor Name</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	<u>Method</u>
Bosse Rollman PC	February Retainer	02/02/2026	\$500	Workday

No action taken by the Fire Board on this Police Item

B. Ratification of ITEM 3 FIRE CONSENT AGENDA: ITEMS A – D from April 2, 2026: 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.

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a. MINUTES FOR APPROVAL- March 5, 2026

b. ELECTION TO PARTICIPATE IN DROP

Name	Yrs of Srv	Date	Eff. Date
Bruce Noble			03/31/2026
Cam Aaron Welander			07/11/2026

c. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	LDW	Eff Date	Ben Amount
Michael Bonomo	NSR out of DROP		04/28/2026	\$3,697.90
Tamas Zsitvay	NSR out of DROP		04/30/2026	\$4,811.78

d. APPROVAL OF EXPENDITURES

Vendor Name	Description	Date	Amount	Method
Bosse Rollman PC	March Retainer	03/02/2026	\$500	Workday
Sunnyside Medicenter	Wingate_Annual	03/05/2026	\$750	Workday

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

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

C. Ratification of Item 4 DENIED DISABILITY APPLICATION- REHEARING from April 2, 2026: 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
Daniel Deloria			Accidental

Attorney Thomas Griffin, representing Mr. Deloria, stated that the issue is a narrow legal issue that has been addressed in the courts. The member is entitled to a disability retirement even if there's an internal investigation but contemporaneously that member is unable to perform their duties because of a disability. The courts have held that the IA doesn't matter. As is the case here the member resigned because of disability and unable to perform their duties, they still qualify for a disability retirement even if and this is a quote from the Parkinson case by the Arizona Court of Appeals, the member fears that the results of the investigation would be embarrassing to him or lead to his dismissal. In Parkinson and in here, the board accepted the unchallenged IME that establishes that the member is unable to perform the duties of their job. In such a scenario the Court of Appeals in Parkinson and the Alaska Supreme Court addressing an almost identical standard, upheld that the member qualifies for a pension as a matter of law. We are

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respectfully requesting that this board grant the accidental disability retirement. Dan or I are happy to answer any questions. Otherwise, we don't have anything else.

No action taken by the Fire Board on this Police Item

- D. The Board reviewed the discussion items from the April 2, 2026, meeting for completeness of the record. No ratification was required because no legal action was taken on those items. Ratification of ITEM 5 DISABILITY PENSION RETIREMENT RETURN TO WORK REVIEW from April 2, 2026: 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.**

Fire – Attachments

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

Ratify that the PSPRS Tucson Fire Local Board members acknowledged Mr. Johnson's return to work into a non-PSPRS ADA compliant position with the City of Tucson.

- E. Ratification of ITEM 6 DISABILITY PENSION APPLICATION from April 2, 2026: 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
Jose Flores			Accidental

No action taken by the Fire Board on this Police Item

- F. Ratification of ITEM 7 DISABILITY PENSION REVIEW OF IME REPORT from April 2, 2026: 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
Carter Wingate			Accidental_Annual
Kevin Zinn			Accidental_Annual

No action taken by the Fire Board on this Police Item

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G. The Board reviewed the discussion items from the April 2, 2026, meeting for completeness of the record. No ratification was required because no legal action was taken on ITEM 8 PSPRS LOCAL BOARD OFFICE STAFF EVALUATIONS from April 2, 2026

Performance Evaluations are due May 29th. Discussion

After some discussion by the Local Board members, it was decided that the Board Secretary will provide her performance evaluation and that of the 2 local board office staff at the next monthly PSPRS Local Board meeting for review. After the board members agree to the content of the evaluations, Ms. Rosenberry will, on the board members' behalf, reflect any additional agreed upon comments in the workday system and submit the evaluations.

H. Ratification of ITEM 9 MMRO SERVICES-DISCUSSION CONTINUED from April 2, 2026: 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.

Board Secretary reviewed and redlined proposed contract

The board secretary informed the board members that she reviewed the proposed MMRO contract and requested some changes which most were agreed to by MMRO.

Motion by Mr. Adler, seconded by Mr. Fimbres to ratify and approve the redlined MMRO draft contract.

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

I. The Board reviewed the discussion items from the April 2, 2026, meeting for completeness of the record. No ratification was required because no legal action was taken on ITEM 10 FUTURE AGENDA ITEMS
-PSPRS Local Board Office staff evaluations

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J. The Board reviewed the discussion items from the April 2, 2026, meeting for completeness of the record. No ratification was required because no legal action was taken on ITEM 11 FUND/OFFICE INFORMATION

- PSPRS database shutdown March 24th and access is not available until April 13th when the new STARS system is scheduled to be up and running.
- The local board office staff have been attending training sessions for the new STARS system and watching videos to learn how to navigate the new STARS system.
- Checks for PSPRS contributions will be replaced by an electronic banking transaction. City of Tucson Finance will need to set up the banking information in the new system.
- The board secretary requested and was provided with a list of City of Tucson contacts. Three City of Tucson PSPRS administrators were identified with the Board Secretary being one of them. The administrators are tasked with setting up access to all users who need it in the City of Tucson. She contacted the other 2 administrators, Teri Traaen, Director of Human Resources and Angele Ozoemelum, Director of business services department, letting them know of their role and that they need to make sure all additional users are set up. The board secretary will schedule a meeting for the administrators, once she has more information, to ensure everyone understands their roles as we transition into the new STARS system with PSPRS.
- There will be a daily interest charge once the system is up and running for any late payments that are 10 days late. This is per statute.
- PSPRS in Phoenix asked the Tucson Local board office if they would consider being part of their soft launch experience on the new system to which the Board Secretary agreed.
- The board secretary sent an email to each PSPRS local board member regarding an issue with PSPRS members who return to work once approved for disability retirement where the workday system should show 2 actions, a retirement and a rehire action. Instead, they are being transitioned to the new job as a lateral or a demotion. As a result, they are not getting their leave balances paid out at their higher pre-retirement rates and under the commissioned officer payout employer policy. As they go into a civilian position, the payout policies are different and are a disadvantage to the commissioned PSPRS members. Ms. Rosenberry stated that we need to have the facts, this shouldn't be in a recorded meeting with the PSPRS local board members. She further mentioned that a member could still possibly retire under TSRS. The board secretary stated that even if they were to retire under TSRS, the members would be paid out their leave balances under a less desirable civilian policy, and the value of the payout would be much lower.
- The election process now has 3 PSPRS members who submitted their

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nomination forms, one for Tucson Fire and two for Tucson Police. The election materials have been ordered, and the election process is coming along.

- Tucson Police requested the annual sick leave sellback report, and the local office obtained it from the PSPRS office. However, it had some discrepancies and with the system being down, researching this will be delayed.
- Board secretary submitted the proposed budget to Yvette Hurley, the local board office budget contact.
- Mr. Hackett mentioned that there is legislation regarding the age requirement for Tier 3 retirees.

3. POLICE CONSENT AGENDA: ITEMS A – D

a. MINUTES FOR APPROVAL – April 2, 2026

b. ELECTION TO PARTICIPATE IN DROP

Name	Yrs of Srv	Date	Eff. Date
NONE			

c. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	LDW	Eff Date	Ben Amount
Michael Jensen				
Alisa Cunningham				\$5,454.30
Jeffrey Halvorson				
Darrin Johnston				\$3,805.57

d. APPROVAL OF EXPENDITURES

Company Name	Description	Date	Amount	Method
Bossé Rollman PC	May Retainer	04/01/2026	\$500.00	Workday
Bradley Johnson M.D.	J. Ives Annual	04/06/2026	\$1,100.00	Workday
Sunnyside Medcenter	K Zinn Annual	03/30/2026	\$925.00	Workday

No action taken by the Fire Board on this Police Item

4. FIRE CONSENT AGENDA: ITEMS A – D

a. MINUTES FOR APPROVAL- April 2, 2026

b. ELECTION TO PARTICIPATE IN DROP

Name	Yrs of Srv	Date	Eff. Date
Richard Mann			06/27/2026
Christopher Ruiz			06/26/2026
Michael Wintrode			06/27/2026

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c. PENSION PAYROLL – Additions and deletions to benefits

Name	Transaction Type	LDW	Eff Date	Ben
Amount				
Lewis Harris	NSR		05/29/2026	
Eduardo Carrasco	NSR out of DROP		05/30/2026	\$7,814.78
Mark Jakfors	NSR out of DROP		05/29/2026	\$6,189.89
Matthew Staples	NSR		07/02/2026	

d. APPROVAL OF EXPENDITURES

Company Name	Description	Date	Amount	Method
Bossé Rollman PC	May Retainer	04/01/2026	\$500.00	Workday

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

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

5. APPLICATION FOR DISABILITY PENSION

Police – Attachments

Name	Ret Date:	Eff Date:	Application Type
Scott Morken			Accidental

No action taken by the Fire Board on this Police Item

6. APPROVAL OF PSPRS LOCAL BOARD OFFICE ELECTION

EXPENDITURES

Company Name	Description	Date	Amount	Method
KMJ Business Graphics	2026 Election	04/15/2026	\$882.64	Workday

Motion by Mr. Adler, seconded by Mr. Fimbres to approve the local board election expenditure.

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

7. PSPRS LOCAL BOARD OFFICE STAFF EVALUATIONS

-Draft copies of the 3 PSPRS Local Board office employees' annual evaluations were provided in the City of Tucson Local Board members' binders

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Motion by Mr. Adler on the Tucson Fire PSPRS Local Board, seconded by Mr. Fimbres, to go into an **EXECUTIVE SESSION** at 9:07 a.m.

Motion by Mr. Adler on the Tucson Fire PSPRS Local Board, seconded by Ms. Rosenberry, to exit **EXECUTIVE SESSION** at 9:53 a.m.

Motion by Mr. Adler and seconded by Mr. Fimbres to proceed in completing Ms. Curbelo's annual performance evaluation.

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

8. PSPRS TUCSON POLICE AND TUCSON FIRE ELECTION PROCESS UPDATE

Ms. Curbelo informed the PSPRS local board members that the election process is coming along. There are 2 candidates for the Tucson Police PSPRS Local Board vacancy and one candidate for the Tucson Fire PSPRS Local Board vacancy. A memo will be sent to each department with this information with a request that it be shared with all PSPRS members. The ballots will be mailed May 19th to all PSPRS members in each department to their home addresses on file. Ballots must be received by the PSPRS local board by close of business June 11th.

PSPRS Local board member, Paul Fimbres, expressed his gratitude to Tucson Police PSPRS Local board member, Mark Ewing whose term ends June 30th.

9. FUTURE AGENDA ITEMS

- Provide PSPRS Local Board members with a list of issues with the new PSPRS STARS System

10. FUND/OFFICE INFORMATION

- PSPRS' new STARS system has gone live as of April 2026, and the Phoenix office is actively working through all glitches. Not all parts of the system are up and running yet and some processes are still being handled manually. As members provide feedback on issues that they encounter, Ms. Curbelo passes along the information to the Phoenix office help desk. The assigned roles in the system are not defined to know what role should be assigned to a user. The local board office has been working with City departments to identify who needs access and what type of access is needed. The new Tucson Police recruits could not access their data to make their PSPRS elections. The local board office no longer has access to the same information they had in the old system. The Phoenix office suggested that a laptop be available to members to

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log in so that the local board office could help them navigate in the new system. Ms. Weber explained that she needs access to all member contributions for military leave buyback calculations and this is no longer available to her. Ms. Rosenberry expressed concern about privacy violation in by having members log into a laptop in the Local Board PSPRS office. A list of issues was provided to Nathan Weber who presented it in a meeting in the Phoenix Office. The board members expressed that an attorney may need to be involved to request access to data the same as before. Ms. Curbelo was asked to provide a list of the issues to the board members and copy the City HR Director, Teri Traaen. Mayor Romero stated that she would appreciate having the list provided to Mr. Weber provided to all board members as well.

- Ms. Curbelo sent an email to both TPD and TFD regarding the new STARS system along with links on how to login and a request that the information be shared to all PSPRS members.
- Ms. Curbelo and Ms. Webb met with City personnel from payroll, finance, HR to discuss the new STARS system and provide guidance to ensure contributions and payments are made in a timely manner.
- Ms. Webb submitted both the 03/21 and 04/04 payrolls in the PSPRS STARS system and invoices were created. She is waiting to submit 04/18 payroll until after the first set of invoices are paid. The account information needs to be set up by the Finance team in the STARS system for the payments to be processed. PSPRS has provided a grace period until the end of May to not charge interest on late payments.
- Ms. Curbelo and Ms. Webb attended 2 recruiting classes, one for Tucson Fire and one for Tucson Police during the month of April.
- Letters were mailed out to recruits who were identified with pre-existing conditions regarding how this will be considered should they ever apply for a disability retirement.
- Ms. Curbelo updated the old ballot template to flow better.
- Ms. Curbelo signed the MMRO contract and has received the signature page
- The local board office at times gets pretty busy with walk-ins and emails from PSPRS members.
- PSPRS members who were approved for a disability retirement and returned to work into a non-PSPRS ADA compliant position have had their personnel record language changed from “demotion” to transfer and a snapshot is being taken of the leave balances at the end of the PSPRS position to pay them out at the PSPRS position rate of pay when they decide to leave City of Tucson employment. Ms. Curbelo expressed concern that while this is a reasonable solution, the employee record does not clearly state that the employee retired from the PSPRS position.
- Ms. Rosenberry stated that she spoke with attorneys from the city and was informed that a letter will be drafted explaining the approach going forward

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for return-to-work situations for individuals on a disability retirement. She stated that how we move forward is very likely to look different in a couple of ways. She was also informed that the attorney's office is working with the existing employees who have recently retired and are affected to come up with a resolution that is in favor of the individual. The local board members will get information on how this will be handled going forward.

- Ms. Curbelo informed the board that a new PSPRS administrator, James Mack, has been appointed. Mayor Romero suggested that the city invite him to a study session to meet city officials and the local board members.

11. CALL TO AUDIENCE

None

12. 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 4, 2026**, in Fire Central **Room 262**, Tucson Fire Department, 300 S. Fire Central Place, Tucson, AZ.

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