

**Palominas Fire District
Regular Board Meeting of the Governing Board
Palominas, Arizona
Notice & Agenda
Thursday, July 30, 2026**

Notice is hereby given to the members of the Palominas Fire District Governing Board and to the general public that the Palominas Fire District Governing Board will hold a meeting open to the public on **July 30, 2026**, beginning at **5:30 P.M.** in the training room located at **9222 S. Kings Ranch Rd. Palominas, Arizona. The doors will open to the public at 5:15 p.m.** The Board may vote to go into executive session on any agenda item pursuant to A.R.S. 38-431.03(A)(2) for discussion or consideration of records exempt by law from public inspection, including the receipt and discussion of information or testimony that is specifically required to be maintained as confidential by state or federal law as related to any agenda item. The Board may vote to go into executive session on any agenda item pursuant to A.R.S. 38- 431.03(A)(3) for legal advice with the District's Attorney as related to any agenda item. **Executive Sessions are confidential pursuant to Arizona Statute.** The Board may change the order of the agenda items. The Board may also decline to consider any agenda item. One or more Board Members may attend the meeting through technological devices. (A.R.S. 38-431)

ACRONYMS:

A.R.S... Arizona Revised Statutes

PFD... Palominas Fire District

SEACOM... Southeastern Arizona Communications

1. Call to Order:

- a) Roll Call/Confirmation of Quorum
- b) Moment of silence
- c) Pledge of allegiance

2. Call to the Public:

NOTE: A public body may make an open call to the public during a public meeting, subject to reasonable time, place and manner restrictions, to allow individuals to address the public body on any issue within the jurisdiction of the public body. Any staff member may speak as a member of the public. Nothing said is to be taken as the official stance of the Palominas Fire District. At the conclusion of an open call to the public, individual members of the public body may respond to criticism made by those who have addressed the public body, may ask staff to review a matter or may ask that a matter be put on a future agenda. However, **members of the public body shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly notified for discussion and legal action.**

3. Approval of Minutes:

Discussion and possible action on approving the minutes of PFD Governing Board for the following meeting(s):

May 28, 2026, Regular Meeting [The Fire Board postponed approval until the Clerk reviews and possibly corrects the minutes.

June 11, 2026 Regular Meeting

June 25, 2026, Regular Meeting

4. Financial reports & consideration of district financial matters pursuant to A.R.S. §48-807:

Review, discussion, and possible approval of monthly financial reports for June 2026 to include reconciled balance sheet accounts; updated cash flow projections; month-end fund statements, month-end reports of financial institutions (in which the PFD maintains an account) and pay roll cash flow.

**Palominas Fire District
Regular Board Meeting of the Governing Board
Palominas, Arizona
Notice & Agenda
Thursday, July 30, 2026**

5. Fire Chief Recruitment Authorization

Sponsor: Tommy Stoner [For Steve Abel]

I've been informally asked to conduct a recruitment for Fire Chief. I'm asking for formal direction to proceed with this process.

Action Requested: Discuss and provide direction to the Interim Fire Chief regarding starting the recruitment process for Fire Chief.

6. Fire District Payroll Step Increases

Sponsor: Robert Montgomery [For Steve Abel]

In **March/May 2026??** the Fire Board approved a revised payroll step increase table to address 'compression' between positions and seniority. Effective July 1st the Fire Board approved a cost-of-living increase of 2.7% for our line staff [firefighters and company officers]. The approved step increase payroll chart was in error as it only calculated a 2.7% cola increase for each subsequent step, instead of the step increases + the cola

Action Requested: Review proposed payroll step increase chart

7. Fire Chief Job Description, Salary Range and Recruitment Timelines and Expenses

Sponsor: Tommy Stoner [For Steve Abel]

If direction is given to proceed with the Fire Chief recruitment process, we would need to determine:

- If there are any changes desired to the current Fire Chief job description and qualifications; or affirm that the current job description and qualifications are still valid for this recruitment.
- If there are any adjustments to the current salary range, if we want to advertise the entire salary range and if starting pay is at 'step 1' or if there is flexibility in the starting pay depending on qualifications
- Approval or modifications to the proposed process and calendar
- Discussion on testing options for the Fire Chief position

The Fire Board should give direction on each of these items prior to advertising for the position, anticipated for the first of September. Final decisions/direction could be at this meeting or the August meeting.

Action Requested: Discuss each item and provide direction to the Fire Chief

8. Assistant Fire Chief Position

Sponsor: Tommy Stoner

There has been some discussion regarding having an Assistant Fire Chief or other 2nd in Command that can focus on training and operations as well as fill in for the Fire Chief position as needed. While not included in this year's adopted budget, we expect to have some

**Palominas Fire District
Regular Board Meeting of the Governing Board
Palominas, Arizona
Notice & Agenda
Thursday, July 30, 2026**

savings and may be able to make other budget adjustments to fund the position this year. Additional associated expense is to consider replacing the Ford Expedition with a newer vehicle if this position is funded.

Action Requested: Discuss options and provide direction to the Interim Fire Chief.

9. Strategic Plan

Sponsor: Robert Montgomery [For Steve Abel]

The District has started the strategic planning process but evidentially has not been completed. A Strategic Plan anticipates the future needs of the organization [both internal and external] and provides options for meeting future needs. This often includes a forecast of capital needs, including forecasting financial needs. If the Board opts to move forward, the Interim Fire Chief will provide a plan to move forward.

Action Requested: Discuss and provide direction to the Interim Fire Chief.

10. Water Tender

Sponsor: Tommy Stoner [For Steve Abel]

From the June agenda, discussion regarding the purchase of a new or used water tender to replace the 4,000-gallon Sterling water tender. Recommendation is to replace that water tender with a ≈3,000-gallon tender, automatic transmission and a fire pump as opposed to a general water transfer pump. A new water tender can be expected to cost over \$500,000 with up to a 9-month build time, a 10-year-old or newer should be around \$250k to \$275k. A fire-rated pump may cost \$20k over a low-pressure water transfer pump and would have drafting capabilities. Assume a 30-year total service life, so a 10-year used tender could be expected to serve the area for up to 20 years.

Action requested: Discuss options, provide direction to the Interim Fire Chief.

11. August Fire Board Meeting Date

Sponsor: Valerie Rice

The Interim Fire Chief will be out of town during our regularly scheduled Fire Board meeting for August 27th. He has the ability to attend the meeting via phone or video conference [zoom], or we may have the option to move the meeting up one week to Thursday August 20th.

Action Requested: Discuss options and decide if the meeting should be moved or have the Interim Fire Chief participate remotely.

12. Reimbursement to Steve Abel

Sponsor: Robert Montgomery

Reimbursement for Steve to attend the second Board Meeting upon request.

**Palominas Fire District
Regular Board Meeting of the Governing Board
Palominas, Arizona
Notice & Agenda
Thursday, July 30, 2026**

13. Fire Chief report:

All items are for discussion and dialogue between the Chief, Staff and the Board.

The report will include but is not limited to the following areas:

- a) Response and service,
- b) Status of grants,
- c) Current community events,
- d) Apparatus update,
- e) Facilities,
- f) Personnel,
- g) Public Safety Personnel Retirement System Pension Committee,
- h) Website and
- i) Auto Aid Agreement with Fry Fire District.

14. Items Carried Over from Previous Fire Board Meeting

Sponsor: Robert Montgomery [For Steve Abel]

a) Procedure for disposal of District property:

Sponsor: Tommy Stoner

Discussion and possible action on the proper procedure to dispose of district property.

b) Facility Policies:

Sponsor: Tommy Stoner

Discussion and possible action on PFD's Facility Policies.

c) Board Policy Manual:

Sponsor: Tommy Stoner

Discussion and possible action on the Board Policy Manual. Board Members may submit proposed changes to the Manual for review and possible inclusion prior to the Board Policy Manual being approved.

15. Adjournment:

Discussion and possible action on Adjourning the meeting.

If any disabled person needs any type of accommodations, please notify the Palominas Fire District in a reasonable time prior to the scheduled meeting time. Phone 520-803-9919

Posting location: Palominas Fire Station 193 - 10202 S. Highway 92, Hereford AZ 85615.

I hereby certify that this notice of the public meeting was posted on: May 26, 2026, before: 1630 p.m.
By Stephen Abel, Interim Fire Chief.

Signature