

CENTRAL YAVAPAI FIRE DISTRICT
FIRE BOARD
REGULAR SESSION

February 14, 2011

MINUTES

1. CALL TO ORDER/ROLL CALL OF BOARD MEMBERS

Acting Board Chairman John Range called the Fire Board Meeting to order on Monday, February 14, 2011 at 2:00 p.m. at Central Yavapai Fire District Training Center, 9601 E. Valley Road, Prescott Valley, Arizona.

Members Present: Board Chairman John Range, Board Clerk Bob Gardiner Board Member Tony Reiter – Bob Member Bob Page arrived at approximately 2:10 p.m.

Members Absent: None

Staff: Chief Michael Parrish, Assistant Chief Mary Dalton and Administrative Manager Judy Wright.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was given.

3. CALL TO THE PUBLIC

None

4. PRESENTATIONS

A. Swear In New Reserve Firefighters

Jubal Brosseau, Kellan Eckle, Ryan Ferris, Jacob Hanna, Jaron Kirk, Marc Mazzella, Josh Mazon, Matt McFadden, Payton Parra, Justin Postula, Dillon Russell, Craig Schmitt, and Wes Sheldon and were all sworn in to the rank of Reserve Firefighter by Chairman Range.

Chief Parrish then asked Josh Mazon to step forward and told the Board that Josh had been called to active duty before he could have his badge pinned on at the last Reserve Academy two years ago and therefore Chief Parrish wanted to pin Josh's Reserve Firefighter badge on at this meeting.

B. Calendar Year 2010 Alarm Summary

Records Management Specialist Leona Jaeger gave a powerpoint presentation of our responses for calendar year 2010 and answered questions from Board Members. Chairman Range thanked Ms. Jaeger for her work on the CYFD website.

5. CONSENT AGENDA

- A. Approval of Minutes:
January 10, 2011 - Regular Session
January 10, 2011 – Executive Session for Legal Advice re: Training Center Drainage
January 10, 2011 – Executive Session for Legal Advice re: Fire Chief Selection
January 20, 2011 – Special Session
January 20, 2011 – Executive Session re: Interview of Fire Chief Candidates
January 27, 2011 – Special Session
January 27, 2011 – Executive Session re: Interview of Fire Chief Candidates

Tony Reiter made a motion to approve the consent agenda as presented. Bob Page seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter
NAYS: None

6. VOTE TO GO INTO EXECUTIVE SESSION

- A. Tony Reiter made a motion to go into Executive Session for Personnel Matters pursuant to A.R.S. 38-431.03(A)(1) re: Interview of Fire Board Applicants. Bob Gardiner seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter
NAYS: None

At approximately 2:25 p.m., the Board adjourned out of Public Session and into Executive Session.

At approximately 3:20 p.m., the Board reconvened in Public Session.

7. NEW BUSINESS

- A. Appoint and Swear In New Board Member
Chairman John Range thanked all the candidates for their interest in serving on the Board.
John Range made a motion to appoint Mike Generalli to the Central Yavapai Fire District Board of Directors. Bob Page seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter
NAYS: None

Mr. Generalli was then sworn in and seated as a Board Member.

8. REPORTS AND CORRESPONDENCE

- A. General Fund Financial Statements
Tony Reiter made a motion to approve the January payroll, accounts payable check registers, direct deposit reports, and income statement as submitted. Bob Page seconded the motion. MOTION CARRIED

AYES: Reiter, Page, Gardiner, Range
NAYS: None

B. Bond Update with Financial Statements

1. Financial Statements - Bob Page made a motion to approve the January Financial Statements as submitted. Tony Reiter seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter
NAYS: None

2. Training Center Development – Assistant Chief Dalton updated the Board on this project and Mr. Range then thanked Chief Dalton and the staff for all the work that is being done on this project.

3. Station 58 Progress Report; Discussion and Possible Approval of CYFD/Haley Construction Company AIA Document A133 Contract - Attorney Whittington advised the Board that one of the partners in his law firm represents one of the Haley Construction principals and therefore he would need a signed waiver re conflict of interest.

John Range made a motion to approve a Conflict of Interest Waiver. Tony Reiter seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter
NAYS: None

Architect Michael Taylor and Assistant Chief Cook updated the Board on the progress of this project. Assistant Chief Dalton advised the Board that Haley Construction has provided a draft of the AIA Document A133, which is a standard form of agreement between owner and construction manager. The contract has been modified with the basis of payment being a cost of work plus a previously agreed upon fee. She stated that Mr. Whittington was reviewing the contract and also that we would need to add our supplemental amendments to this contract plus any changes from Mr. Whittington.

Tony Reiter made a motion to approve the contract between Central Yavapai Fire District and Haley Construction as amended. Bob Gardiner seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter
NAYS: None

C. Letters from Citizens

Board Chair Range reviewed the letters received during the last month by the District from citizens. He then commended the District on the Fire Pal program.

D. Monthly Division Reports

Board Chair John Range reviewed the highlights of the monthly division reports from the Fire Chief and staff in regard to current activities of the Fire District and the status and progress relating thereto. Battalion Chief Gary Cordes advised the Board of the monitors that we will be purchasing with the funds from the Fire Act Grant and thanked Firefighter Jim Bushman and Accounting Assistant Sue Tucker for their outstanding work in obtaining this grant. Mr. Range then asked if there were any further developments on the Citizens Academy and Chief Parrish told him that we were still in the planning stages.

9. NEW BUSINESS CONTINUED

B. Appoint and Swear in PSPRS and Volunteer Pension Board Chair

Chairman Range asked if any of the Board Members would be interested in serving on these two Boards and since he received no committals, he said that he would be serving as Chair on these two Boards.

C. Approve Accreditation Agreement

Assistant Chief Dalton explained the accreditation process and advised the Board that the District is up for re-accreditation in 2012. She said that part of this process is for the District to pay expenses of the peer assessors to come to our District and complete their evaluation.

Bob Page made a motion to accept the Accreditation Agreement as presented. Tony Reiter seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter

NAYS: None

D. Discussion and Possible Approval of Meet and Confer Agreement between Central Yavapai Fire District and the United Yavapai Firefighters Local 3066

Chief Parrish updated the Board on this Agreement and said that staff and the CYFD Chapter of IAFF #3066 have been working jointly to prepare this Letter of Agreement over the past few months. He said that many of the items mentioned in the document are currently being done in some manner, either through current policy or practices. Union Chapter President David Tharp also gave a history of this agreement and stated that he would like to leave the document as it stands now and just add the signature lines. Attorney Whittington advised that he would prepare the document for signature.

Tony Reiter made a motion to approve Resolution 2011-06 -- A Resolution instituting a Meet and Confer Process between Central Yavapai District and United Yavapai Firefighters Local 3066 as amended. Bob Page seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter

NAYS: None

E. Fiscal Year 2011-2012 Budget Goals and Guidelines

Assistant Chief Dalton advised that Board that we have not yet received the final Assessed Valuation information from the County. It was the consensus of the Board that budget discussions be postponed to the regular March meeting or if necessary, to hold a special meeting before that time.

10. VOTE TO GO INTO EXECUTIVE SESSION

Tony Reiter made a motion to go into Executive Session for:

A. Legal Advice pursuant to A.R.S. §38-431.03(A)(3) and Instruction to District Legal Counsel pursuant to A.R.S. §38-431.03(A)(4) re: Training Center Drainage.

B. Personnel Matters pursuant to A.R.S. §38-431.03(A)(1) re: Fire Chief Selection

Bob Gardiner seconded the motion. MOTION CARRIED.

AYES: Range, Gardiner, Page, Reiter

NAYS: None

At approximately 4:15 p.m. the Board adjourned out of public session to go into executive session.

At approximately 4:35 p.m. the Board reconvened into public session.

11. OLD BUSINESS

A. Training Center Drainage

As a result of the Executive Session, no action will be taken at this time.

12. NEW BUSINESS - continued

F. Fire Chief Selection

The Board asked Ms. Brenda Tranchina of Human Resource Strategies if the Fire Chief candidates had been given 24 hour notice that they would be discussed in Executive Session and she replied in the affirmative. The Board then decided to hold this discussion in public session.

Ms. Tranchina then told the Board that she had used Securitech to do the credit, criminal and motor vehicle checks and everyone was cleared. She advised that she had done the reference checks herself and then read to the Board the results of those as well as the comments from the evaluators as follows:

**CENTRAL YAVAPAI FIRE DISTRICT
FIRE CHIEF ASSESSMENT CENTER
CANDIDATE RECAP**

LES CAID

- *Overall, a good candidate*
- *Strong leadership presence*
- *Has a wealth of experience and knowledge*
- *Intelligent*
- *Highly competent*
- *Task oriented -- at times perhaps to a fault?*
- *Operates at a high level (his emergency management expertise shows through!)*
- *Well spoken*
- *Tends to be a little anxious in his approach; comes across as hurried (this came out in the role play and the oral in-basket)*
- *At times he jumps around with expression of his thoughts*
- *Would have a learning curve/adjustment, coming from a large municipal department with a lot of resources; would have to learn to do it on his own*
- *Concern regarding his ability/willingness to let go of his commitments with national organizations*

**CENTRAL YAVAPAI FIRE DISTRICT
FIRE CHIEF SELECTION PROCESS
CANDIDATE REFERENCE CHECKS
LES CAID**

Fire Chief Kevin Keeley (Tubac FD, current supervisor, former supervisor at TFD)

Asst. Chief Dave Ridings (Tucson FD, former peer and supervisor)

BC Ray Sayre Tucson FD, former subordinate, current co-instructor in consulting)

Fire Chief Jeff Clark Chandler FD)

- One of the most knowledgeable fire service professionals I have ever met
- A trendsetter in the department
- Currently serving as a planner/coordinator in developing Emergency Management plan for Santa Cruz County; coordinating efforts for 3 fire and 6 law enforcement agencies; all players rave about his leadership and his accomplishments on the project
- Fabulous Incident Commander
- Served for many years as the TFD Paramedic Supervisor, excellent job
- Developed MMRS plan for City of Tucson, then went on to lead efforts statewide
- Rural Metro days served him well in terms of getting great budgetary experience, this would really serve him well in terms of the financial management in a fire district
- When City of Tucson Fire Chief position opened, a lot of union members encouraged him to apply to come back (City Manager had determined he wanted to go external)
- When word was out that NWFDC Chief was going to leave, their union folks were calling and encouraging him to apply (position didn't end up opening up after all)
- At TFD, he had a lot of budgetary responsibility
- Great at building consensus amongst all groups
- Does an incredible job of getting people on board and moving them forward to accomplish goals
- Could use many superlatives that would describe Les
- Truly one of the best in the business
- Very competent
- Highly engaging personality
- Open personality, sometimes to a fault (can be really talkative!)
- Great ability to bring people together in a very positive way
- So devoted to the fire service, both in the fire department and on the emergency management side
- His private sector experience, even if called the "dark side," really served to round him out even further, particularly from a financial standpoint
- Managed a \$50M budget at RM
- Very energetic, always on the top of his game
- Incredible work ethic
- Good relationship with labor; not one to stick to dogma, instead he is all about sitting down and talking/reasoning with people to reach resolution (as opposed to only using very formal measures)

- Not afraid to make the tough calls when necessary (i.e., discipline)
- Always honest, fair, and above board
- Well connected
- Has great rapport with many people in the fire service, those resources would serve him and the department very well
- Wants to serve, and would represent the department very well
- Les understands and values fire service tradition, but is also one to see opportunities to break from tradition and seek change for the better
- "I would hire him as Chief any day, and would also work under him any day!:"
- Stellar individual
- Endorsement of 100% and beyond
- Worked as a peer many years ago, then as a subordinate, now I've actually hired him to be an instructor in my consulting business
- Top notch fire commander
- No ego, not hung up on rank/title, just focused on getting the job done
- Truly cares about his people, very supportive
- A tremendous role model
- Challenge area: He doesn't process off a computer screen, he has to work with hard copies, so there is always paper all around him!
- Receptive to feedback and criticism, and really takes it to heart and learns from it
- Excellent collaborator
- Passionate about both the fire service and emergency management
- President of the Arizona Emergency Management Association -- served very effectively in that role, bringing together fire, law enforcement, homeland security, hospitals, utilities, etc.
- People in the organization thought very highly of him
- Well regarded in EM world, as well as in fire service
- Confronts conflict in a very effective manner
- Can see no real drawbacks to his ability to do the job of a Fire Chief
- Clearly possesses the skill set necessary
- In his role at RM, he had great deal of budget responsibility, but day to day duties were different than a typical municipal or District Fire Chief
- In the 10+ years I've known him, I have always known his goal was to eventually become a Fire Chief

**CENTRAL YAVAPAI FIRE DISTRICT
FIRE CHIEF ASSESSMENT CENTER
CANDIDATE RECAP**

PAUL NEIS

- *Not ready to become a Fire Chief*
- *Has great program management skills; this seems to be where he is most well suited*
- *Analytical thinker*
- *Personable*
- *Seems genuine*
- *If given time to prepare responses, does better than "on the spot"*

- *Does not seem able to handle unexpected situations*
- *In the management role play, told each party what they wanted to hear; this would create a major problem*
- *Did not seem able to make the tough decisions when faced directly with the affected party*
- *Did a good job on the budget exercise, both in the written and the presentation*
- *Recognized the serious financial concerns and the reality that personnel may have to be affected by budget cuts*
- *Does not have a strong command or leadership presence*
- *Has some very good ideas*
- *Needs time/experience on senior staff*
- *In oral in-basket exercise, had a grasp of appropriate priorities and decisions, but needed to have everything pass through channels; not a strong sense of delegation*

**CENTRAL YAVAPAI FIRE DISTRICT
FIRE CHIEF SELECTION PROCESS
CANDIDATE REFERENCE CHECKS
PAUL NEIS**

**Fire Chief Jeff Clark (current supervisor)
Assistant Chief Tom Carlson (former supervisor)
Rebecca Haro (peer, Secretary to REMMS group)
Assistant Chief Kevin Bailey (left two messages, never called back)**

- Overall, very dependable and hard working
- Good at building consensus in a group
- Strength is in the EMS realm, both internally and externally (leader of the REMMS group)
- Looking for growth opportunity, limited here at CFD
- Tested for AC at Chandler FD, not selected, but was a strong contender
- One of 12 BC's in the organization, has functioned as BC over EMS and now over Community Programs, never a shift BC
- Does fill in on occasion as a shift commander for overtime
- Well respected around the valley in the EMS world
- Supervisory skills seem good, currently oversees volunteer corps and a couple of staff members; in EMS, had about 8 employees, no major issues
- Only major disciplinary issue he has had to deal with involved conflict between sworn and civilian employees, resulted in one demotion; he handled this fine, although at the demotion level, AC deals with HR on it, not so much the BC
- Budget responsibility: when a BC in EMS, his total budget was about a half million, including personnel costs, now it's much less; responsible for submitting budget requests, then monitoring whatever budget dollars he is awarded, has always done a good job with this, but AC has overall responsibility for it
- Relationship with union is ok, his involvement is limited to his participation on some L/M committees; not involved in negotiations; never heard any negative comments from union

- Kind of person that when you throw a problem in front of him, he will figure it out
- Ready to be a Chief? Probably so, could learn the areas he's not as familiar with
- Challenge would be identifying political desires and balancing that with the needs within the department -- this is something he has never had to do
- Not the kind that would come in and make a lot of changes; he would learn people's strengths and weaknesses and how to work with those
- Good administrative (paperwork) skills; organized
- Strengths: analytical, articulate, good with written documents, well versed with ambulance service, CON, etc.
- Challenge areas: Assumes people know more than they really do and then tends to go too fast in brainstorming and moving ideas along, sometimes loses people in the process; public/political aspect of the job -- he's never really dealt with Boards, council, commissions
- Doesn't have a lot of experience outside the fire service realm, not a lot of exposure
- Budget experience is pretty limited, however, he does fine with maintaining the small budget he has (currently only \$25,000 plus the personnel costs)
- Never known of any real issues with personnel, he has dealt with people just fine, but he's not had much experience at a chief officer level in dealing with operations personnel (more the EMS and support staff)
- Not sure what the union thinks of him, as he doesn't have that much contact with them
- Pulls occasional OT shift as a commander, and haven't ever heard of any problems with that; his IC skills are fine, but experience there is limited
- Has done a very fine job of leading the REMMS group valley wide
- Gets things done! Has a good back up person in his office that he uses effectively to help us out
- Soft spoken, but people that have gotten to know him listen to him, he has good ideas
- A good thinker, brings ideas to the table
- Seems to be very knowledgeable about many facets of EMS
- Great coordinator of tasks
- Paul is a really good person and has some really good skills, but from what I see of the Fire Chief role, I have a hard time envisioning him functioning as a Fire Chief in a District
- Like working with him to get stuff do

**CENTRAL YAVAPAI FIRE DISTRICT
FIRE CHIEF SELECTION PROCESS
CANDIDATE REFERENCE CHECKS
LARRY ROONEY**

Fire Chief Thomas Solberg (City of Peoria, current supervisor)
Fire Chief Bob McKibben (City of Peoria, former Chief/supervisor)
Terry Ellis (City of Peoria, former City Manager)
Police Chief Larry Ratcliff (City of Peoria, peer)
Karen Daines (Business Director, Sedona Fire; formerly Finance Manager, City of Peoria)
Alan Brunacini (Former Fire Chief, City of Phoenix)

- Extremely well rounded, very knowledgeable in all areas of fire (operations, communications, special operations, administration, support services)
- Has had extensive exposure and experience in overseeing every division within the department
- Did a tremendous job leading our department through the accreditation process
- Great people skills, everyone respects him (even the few that might not like him)
- Interactions are always appropriate and effective
- Well versed in financial management of the department, had to lead our department through some major reductions, was very conscientious, thorough in the process
- Has been heavily involved with labor; very good in labor/management committee processes, has also lead numerous contract negotiations
- Peoria has a very strong and sophisticated L/M system, he has been an integral part of developing that; good with interest-based bargaining
- Very strong both operationally and administratively
- Emergency Preparedness -- he developed a plan which the State of Arizona eventually adopted as a model; he was a leader of a community team of 70 folks that went to National Fire Academy to work on developing an emergency preparedness plan (integrated law enforcement, fire, public works, other community agencies)
- Multi-dimensional
- Very intelligent, but always careful to deal at the appropriate intellectual level
- Never have to worry about a job getting done if it is assigned to Larry
- Very inclusive with labor (station design, apparatus specs, communication systems)
- Always an advocate for involving personnel in decisions that would ultimately affect them; as a result, would get their buy in
- "When I was Chief, I didn't always have the patience for the labor negotiations, and I gave it to Larry; he was the lead on all our negotiations and lead most of our L/M committees; very fair, willing to take baby steps and not ram something down their throats.... in the end, this worked very effectively"
- "If I had stayed as City Manager, there is no doubt Larry would be the Fire Chief right now."
- What you see is what you get with Larry -- he's open, honest, and very down to earth
- Sometimes a fault is that he tends to be somewhat understated, he's not the flashy type,
- He is always one to carry out decisions of upper management or council as though they were his own, he never turfed it to the Fire Chief -- sometimes he took the heat that would otherwise have fallen on the Fire Chief
- Very astute, has good instincts and insights
- Careful listener, always looks at all sides of a situation before making judgments
- Very engaging and aware of people
- Great with leading groups, both internally and externally
- Shows consideration for all those to be affected, doesn't just watch out for fire (example, purchase of 800 MH radio system)
- Always prepared with information needed to make sound decisions
- A big picture guy -- not just looking at the fire department, but the other departments, the citizens, neighboring agencies, etc.
- Tremendous operations guy -- technically very sound, excellent IC
- Even though he's not a medic, he has a very good handle on the EMS world

- Excellent knowledge of fire code -- he supervised that division for a time as well
- Wildland consortium in the valley (CART) -- Larry started that
- Excellent representative of the department
- When tough budget reductions had to be made, he did a great job of helping the various divisions/personnel differentiate between their needs and wants, made the cuts more palatable
- He is very ready to be a Chief!
- Great way of working with political body -- helped them understand inner workings of the department
- Great mentor, great friend, great person!
- Top notch person, top notch fire officer
- Straightforward, honest, genuine
- What you see is what you get with Larry
- When I was Chief at Phoenix, I would have loved to hire him on my staff; if I were hiring today I would hire him in a heartbeat
- Great with people, tremendous personality
- Has overseen almost every are of Peoria FD, very broad scope of fire service knowledge
- Highly respected throughout the state
- Larry is always able to find the positive in any situation

**CENTRAL YAVAPAI FIRE DISTRICT
FIRE CHIEF SELECTION PROCESS
CANDIDATE RECAP
LARRY ROONEY**

Overall a very strong candidate

Understands the benefit of using the good people around him; not afraid to delegate to reliable staff

Understands the role of the Board and the Chief's working relationship with them

Good at risk vs. benefit analysis

Recognizes liability issues

Seems able to make the "tough" decisions

Interacts very well with people (board, staff, labor)

Calm and composed

Easy going but firm

Solid decision maker

Thorough and detailed

Demonstrates integrity and character

Patient

Written paper not real strong, but oral presentation on the same topic was far better

Needs more exposure/experience in District finances but could easily get there; has good budgeting background at the Deputy Chief level and particularly in the interim Chief role

Acknowledges what he does not know, and is willing to seek resources

Good recognition of the differences between the Fire Chief role in a municipality vs. district – sees where he will have a bit of a learning curve

Great knowledge and experience in all facets (operations, support, administration, FP codes)

No doubt that he could do the job and to it well

**CENTRAL YAVAPAI FIRE DISTRICT
FIRE CHIEF SELECTION PROCESS
CANDIDATE REFERENCE CHECKS
ROB UGASTE**

Fire Chief Fred Kruger (current supervisor)
Fire Chief Alan Wax (neighboring agency)
Fire Chief Jeff Howell (neighboring agency)
**Ron Paulson (Director, US Business Development, WW Grainger
Headquarters)**

- Very well rounded fire officer
- Forward thinking, visionary
- A man of tremendous integrity and professionalism
- Very goal oriented
- A bridge builder
- Strategic thinker, sees the big picture
- Good ability to get to the heart of the matter, always looks at reality not just theory; this is very helpful to the line folks
- Well spoken, articulate, great representative of the department
- Managed the accreditation process for the department, did it very well
- Highly involved in public/private partnership "Critical Incident Partnership" -- he was elected as the public sector liaison based upon his reputation
- Even if he doesn't agree with a decision by Chief or the Board, he carries forward the directive/decision in a positive and supportive way; has NEVER undermined me as the Chief
- Balances his focus on his career and his family in a very good way
- Highly respected in the community as a leader and a person, also within the fire service community (neighboring agencies)
- Has a lot of experience dealing with Board, serves as a liaison to various villages we serve
- Can be apolitical when necessary, persuasive at other times if appropriate
- Good mentor to personnel at all levels
- Well liked and respected by labor; he is perceived as fair and consistent in following the rules
- Good understanding of budget, able to develop and manage
- Strengths: honesty, professionalism, meticulous, supportive, well rounded
- Areas for growth: expanding budget skills to manage a larger budget (hasn't had that opportunity at LRFPD, \$8.2M) and learning the different culture (but he is highly adaptive, so don't see this as a problem at all)
- Has responsibility for 90% of departmental budget now (HR, wage/benefits, plus other administrative costs)
- Technically very sound, knows operations inside and out
- Great IC

- Outstanding supervisor, very clear in establishing expectations, guiding/mentoring; people really like working for him, both line and staff
- Has all the tools necessary to be a Chief
- Would love to have him work for me as a Deputy Chief, but would also recommend him as my replacement if I were to leave; one of the strongest fire officers I've ever worked with
- Amazing accomplishments over the past 3-4 years: CFO, EFO, Master's degree, all while doing the accreditation project, which takes an immense amount of time
- Truly wants to make a difference, for the department, the people, and the public he serves
- Has been somewhat stifled in his current role because of lack of opportunity to become a Chief, and because his Chief is a bit more "old school", but he creates opportunities for his own growth/development and for the department wherever/however he can
- A person of genuine character and integrity
- Local area union members think very highly of him (in his department and ours)
- He just coordinated the largest scale emergency management drill we've ever had in this area and he did an incredible job
- He is the "complete package" -- I would work for him in a heartbeat!

CENTRAL YAVAPAI FIRE DISTRICT
FIRE CHIEF SELECTION PROCESS
CANDIDATE RECAP
ROB UGASTE

- *Overall knowledge base is good*
- *Very good communication skills, both verbally and in writing*
- *Very strong command presence*
- *Demonstrated leadership in the group discussion*
- *Priorities and decisions in the in-basket were a bit off; perhaps a reflection of different fire*
- *service cultural background*
- *Understanding of budget mechanics was good, but budget priorities were not completely*
- *realistic; again, this may be based upon fire service cultural background being quite*
- *Handled the role play very effectively, demonstrated very good interpersonal skills*
- *Acknowledged and respected the role of senior staff---good!*
- *Demonstrated ability to deal effectively with labor*
- *Presentation skills were good*
- *Has good experience dealing with fire board, commissions, "village" leaders*
- *Some concern with adjusting to different fire service culture*

Board Members asked more questions of Ms. Tranchina and a discussion of the candidates followed in which Board Members stated their opinions and said which of the candidates they preferred. Mr. Range, Mr. Gardiner and Mr. Reiter stated that they liked Larry Rooney and Paul Neis and Mr. Page stated that he preferred Larry Rooney and Les Caid.

John Range made a motion to offer the position of Fire Chief of Central Yavapai Fire District to.

Paul Neis at a salary of 6.5 on the Fire Chief salary scale plus all standard benefits offered to CYFD employees. Tony Reiter seconded the motion. A short discussion followed regarding the salary being offered as there appeared to be some differences between the salary stated on Mr. Neis' application and the salary reported on the reference request.

AYES: Range, Gardiner, Reiter
NAYS: Page

12. ADJOURNMENT

The meeting was adjourned at 5:20 p.m.



Bob Gardiner, Board Clerk