



**Lake Mohave Ranchos Fire District**  
16126 Pierce Ferry Road, Dolan Springs, Arizona 86441  
Office: (928) 767-3300 · Fax: (928) 767-3301  
[www.lmrfd.org](http://www.lmrfd.org)

## **MINUTES OF REGULAR MEETING OF THE LAKE MOHAVE RANCHOS FIRE DISTRICT GOVERNING BOARD**

*The Governing Board of the Lake Mohave Ranchos Fire District met on 11-20-2017 at 1:30 p.m. The meeting was held at **The Dolan Springs Chamber of Commerce, located at 16154 Pierce Ferry Rd, Dolan Springs, AZ 86441.** 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 on matters as set forth in the agenda item. The following topics and any variables thereto, will be subject to Board consideration, discussion, approval, or other action. All items are set for possible action.*

### **MINUTES**

#### **1. CALL TO ORDER.**

- The meeting was called to order at approximately 1:33 p.m.

#### **2. ROLL CALL OF BOARD MEMBERS.**

- Directors present were: Michael Karash, Deb Cass, Eric Terrill and Charlotte Kiffer.

#### **3. PLEDGE OF ALLEGIANCE.**

- Recited.

#### **4. APPROVAL OF MINUTES.**

##### **a. Regular Session 9/18/2017**

- Director Cass motioned to approve the minutes with the changes, Director Kiffer 2<sup>nd</sup>. All members present, in favor. Motion carried. (Director Cass noted a few corrections (pg. 2) and within the Call to the Public section), that needed to be made to the September minutes. Director Kiffer noted pg. 2 3<sup>rd</sup> bullet down needed to be more specific regarding the question and answer. Pg. 3 last bullet, the "32" needs corrected to reflect a "30" instead.)

##### **b. Regular Session 10/16/2017**

- Director Karash motioned to approve the minutes with corrections, Director Terrill 2<sup>nd</sup>. All members present in favor, motion carried. (Director Kiffer noted that on pg. 2 within the financials that Mr. Buldra said \$4,392 and wanted that dollar amount spelled out. Pg. 5 under item I, needed corrected regarding where the possible LMRFD candidate lived.)

- c. Special Session 10/23/2017
  - Director Karash motioned to approve the minutes with corrections to be made. Director Terrill 2<sup>nd</sup>, all members present in favor. Motion carried. (Director Kiffer noted a few changes for Mr. Whittington's office to fix. Regarding some of the "fill-in" items that weren't clear. Director Kiffer is emailing Mr. Whittington the corrections.) (Note: these minutes were supplied by Mr. Whittington's office.)
- d. Special Session – Executive Sessions 10/23/2017
  - Director Karash motioned to table this item due to corrections and review, Director Cass 2<sup>nd</sup>. All members present in favor. Motion carried. Item Tabled until December regular meeting.

## **5. REPORTS AND CORRESPONDENCE.**

- a. October 2017 Financial Report(s). (The financial report(s) are to be reviewed and approved by the Board).
  - Mr. Buldra reported for the month of October 2017 the revenue was \$21,559 which was \$49,951 over budget. Mohave County Revenue was \$188,743 which was \$44,335 over budget. Non-Tax Revenue was \$29,816 which was \$5,616 over budget. Expenses were \$67,097 which were under budget by \$13,617. Personnel costs were \$11,987 which were under budget due to PSPRS. Year to Date Revenue is \$373,336 which is \$46,299 over budget and Year to Date Expenses are \$257,795 which is \$58,122 under budget. Mr. Buldra reviewed projections as well. Mr. Buldra noted the ambulance revenue is coming back up and stated the audit is taking place today for LMRFD. Mr. Richards (auditor) noted that the audit would be reported either in person or by phone during the regular meeting. Director Kiffer inquired about ambulance revenue reporting. Mr. Buldra explained that is within the Wells Fargo payroll account and it's a timing thing with deposits monthly. Also noting it funds the payroll account. Director Kiffer inquired about a credit balance/credit from Chase. Mr. Buldra noted that the credit card reconciliations aren't all put in and those will be updated. Director Kiffer noted the credit balance reflected \$5,531.21 on Chief DeMaio's credit card and Mr. Buldra stated that is an accumulation, it's not for just one month of charges. Director Kiffer inquired about a difference between unrestricted net assets between last year and current year and Mr. Buldra explained it's retained earnings, based on prior years' profit and losses. Mr. Buldra noted that property taxes are coming in for the first half as well. Director Kiffer stated that LMRFD had more carry over last year than the year before. Director Kiffer noticed a difference in Elwood Staffing payments, she wanted further clarification on. Chief DeMaio stated he would report back. Director Terrill motioned to accept the financial report, Director Cass 2<sup>nd</sup>. All members present in favor, motion carried.



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- b. Fire Chief's Report *(The governing body may not propose, discuss, deliberate or take legal action on this matter unless the specific matter is properly noticed for legal action. Therefore, action taken as a result of the Chief's report will be limited to directing staff to study the matter or scheduling the matter for further consideration and discussion at a later date. (A.R.S. 38-431.02.K.)*
- Total calls for the month of October were: 67
  - Total EMS for the month of October were: 40
  - Total transport calls for the month of October were: 30
  - Total refusals for the month of October were: 1
    - Note: some calls were canceled.
  - WT-438 had damage to front side wall tire and are at the end of their service life. Cost to replace is \$1239.77 tires.
  - More tire purchases in the future due to service life expiring. That will be on the next Agenda.
  - Research on 10/23/17 Special Meeting (call to the public): billing on stabilization. Stabilization has several factors. Medicare doesn't pay for stabilization. Chief DeMaio stated he is reviewing full- assessment with suppression crew. VA doesn't pay for stabilization as well. Blood pressure checks aren't paid for because they aren't considered stabilization. Chief DeMaio provided an overview of what can be billed and paid for regarding treatments, stabilizations, basic care, air flight, patient refusals, etc.
  - Any patient can refuse medical transport if they meet certain criteria and aren't a danger to themselves. LMRFD can't unwilling transport a patient, it would be unlawful and LMRFD would be charged with kidnapping.
  - All crews have been advised if a full work up is performed to obtain insurance information and provide that with a detailed report for billing, even if a refusal of transport took place.
  - Out of District calls receiving same priority and service as in District calls: As it pertains to fire responses this is not true. LMRFD prioritizes out of District calls based on need. Not all out of District fires get the same response as in District, a limited response or delayed response or no response may occur. As far as medical is concerned we respond within our CON and not beyond, keep in mind the CON covers 2k sq. miles. The CON was obtained in 1990 and has not changed.

- Annexation request form on the website: Once the research is done, the proper language/changes will be corrected and added. The county attorney will be asked to review the language and make any necessary changes. The original post on the website was provided by John Flynn and it will be pulled down off the website until further clarification is provided by the county attorney.
- The website is continually being worked on and updated with cosmetic fixes.
- VFA grant application will be submitted. It is for wildland or urban interface equipment. Hose, nozzles, PPE, tools at 50%. Matching cost to the District under 4K.
- Any billable calls will be billed, some charges will be denied and not paid.

## 6. REGULAR BUSINESS.

- a. Discussion and possible action regarding: Canvass of Special Election results of November 7, 2017. (Administration)
  - Director Cass stated: Registered Voters were 1592, ballot cast were 456 and 2 blank votes. Voter turnout total was 28.64% and 13% blank. Yes, votes were 218. No, votes were 236. Total of 454 votes. Director Kiffer asked, “why do you think it didn’t pass?” Director Cass responded, “I know so many people who voted before that pamphlet came out.” Director Kiffer stated that the ballots arrived on Monday and the pamphlets arrived on Friday and the language on the ballot may have been misleading. The tax increase was for .25%, NOT 3.50%. The tax rate is 3.25% and the amount to raise was .25% bringing the total to 3.50%. Director Kiffer stated that people didn’t have additional information, stating that the pamphlet itself was mailed 10/3/17, but didn’t reach voters for almost 2.5-3 weeks. Director Kiffer stated the language of the ballot “was not good.” Chief DeMaio stated that an attorney was involved for language for the pamphlet. Also noting that LMRFD resources aren’t allowed to be used to affect the outcome of an election, suggesting door-to-door may have helped with further information for the public. Director Kiffer asked Mr. Whittington if there was anything legally that can be done for the language on the ballot from the other attorney. Mr. Whittington stated he’d have to review the work, for a possible refund, but also stated that he knows this law firm has received recognition for good work. Director Karash motioned to approve and certify the election results as provided with a resolution, Director Terrill 2<sup>nd</sup>. All members present in favor, motion carried. (Note: copy of certification and resolution that were voted on will be turned into the County).
- b. Discussion and possible action regarding: Special Election for Lake Mohave Ranchos Fire District; tax override information process and results; total cost for breakdown. (Kiffer)
  - Director Kiffer noted that when the Board first spoke about this item the figure was around \$7,500 cost to LMRFD. Director Kiffer stated that the total cost wound up being \$10,469.14 to LMRFD. (Mohave County Elections Department \$2,186.52, Mohave County Voter Registration \$1,862.64, the Attorney (whose firm handled the voting information, not the LMRFD Attorney) \$4,727.25, the pamphlets \$1,362.73 and postage of \$330.



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Chief DeMaio noted that the \$7,500 was an estimate of cost that was provided. Director Terrill noted that the postage invoice was \$323, but came out to \$330 and that the elections department figure for mail-in ballot didn't seem correct. Chief DeMaio stated that he has actual copy of the invoice that was emailed. Chief DeMaio stated O'Neill Printing wanted the invoice for postage pre-paid and the cost difference could be estimate versus actual. Chief DeMaio stated he'd look into the \$7 credit refund from O'Neill Printing. Director Cass noted with a correction to the totaling; the total cost spent was \$10,139.14. No action.

- c. Discussion and possible action regarding: Rescinded nomination from Ed Bennett. (Administration)
  - Director Karash noted that Mr. Bennett lived in Mead City, not Meadview. The property didn't fall within District boundaries. Director Bennett was withdrawn for consideration for LMRFD Board Member seat due to this reason. No action.
- d. Discussion and possible action regarding: Appointment of Board Member for Lake Mohave Ranchos Fire District. (Board)
  - Four potential candidates presented themselves for consideration. Ms. Aiken, Jay Fleming, Rick Sherwood and Jeff Rumbles. Each provided an overview of themselves and backgrounds. Also noting that each is a registered AZ voter and all live within LMRFD boundaries. Director Terrill asked each candidate to provide an answer to what they would/could bring to the District. Each potential candidate responded. The Board ensued in discussion and review of the candidates. Ms. Bower suggested balancing the board with selection from Meadview. The open board seat term is up for re-election in 2018. Director Kiffer nominated Rick Sherwood to fill the open LMRFD seat, Director Cass 2<sup>nd</sup>. All members present in favor, motion carried.
- e. Discussion and possible action regarding: Swearing in Appointed Board Member; Oath of Office. (Board)
  - Director Karash swore in the newly appointed LMRFD Board Member, Rick Sherwood to serve for LMRFD until November 2018 upon re-election. The Oath of Office was read by Director Karash and repeated by Mr. Sherwood. No action.
- f. Discussion and possible action regarding: Approval for Appointed Board Member to become a signer on the WellsFargo (County – Warrants) account and WellsFargo (payroll) account for Lake Mohave Ranchos Fire District. (Board)
  - Director Cass motioned to table items F, G and H until the December Regular Board Meeting, Director Kiffer 2<sup>nd</sup>. All members present in favor, motion carried.

- g. Discussion and possible action regarding: Nomination for Board Chairman. (Board)
  - Director Cass motioned to table items F, G and H until the December Regular Board Meeting, Director Kiffer 2<sup>nd</sup>. All members present in favor, motion carried.
- h. Discussion and possible action regarding: Nomination for Board Clerk. (Board)
  - Director Cass motioned to table items F, G and H until the December Regular Board Meeting, Director Kiffer 2<sup>nd</sup>. All members present in favor, motion carried.
- i. Discussion and possible action regarding: Reimbursement for PSPRS training for Board Member Michael Karash. (Administration)
  - Director Kiffer motioned to approve the training cost and mileage for the PSPRS training that Director Karash attended, Director Terrill 2<sup>nd</sup>. Director Kiffer, Director Terrill and Director Cass voted “Aye”. Director Karash abstained from the vote. Motion carried.
- j. Discussion and possible action regarding: Alternate Funding Committee update. (Administration/Bower)
  - Ms. Bower stated the annexation for citizens has been tabled by the Alternative Funding Committee. Ms. Bower noted there is preliminary work on boundaries that needs done for annexing more Meadview residents in. Ms. Bower read the A.R.S. pertaining to ambulance service. Chief DeMaio and Ms. Bower ensued in discussion regarding stabilization, billing and reporting. Ms. Bower stated that if Medicare denies payment for blood pressure checks then the patient needs billed. (A citizen in the crowd asked what this had to do with alternative funding). Ms. Bower noted that these need to be collected on an ambulance run. Director Kiffer reviewed with Ms. Bower the alternative funding ideas that have been researched. Director Kiffer stated that some monies uncollected in billing is where Ms. Bower has come to for looking for money back to the District. Director Cass noted that there is a CAD flyer circulating with the LMRFD name on it and it’s not a District fundraiser, there has been no notification to the Board regarding this. No action.
  - The Board voted to go into Executive Session at approximately 2:25 p.m. for Executive Session Item 7. 1 a-g and 7. 2 a-b.

## **7. EXECUTIVE SESSION.**

1. Board of Directors may vote to go into Executive Session pursuant to A.R.S. §38-431.03 (A)(3) for legal advice and pursuant to A.R.S. §38-431.03 (A)(4) to give direction to legal counsel re:
  - a. Update and review of credit card payment for ambulance service(s). (Whittington/Kiffer)
  - b. Review of draft Administrative Staff Office policy; hours of operation. (Whittington/Kiffer)
  - c. Review of draft Administration Staff Office Vacation policy; accrual of hours; usage; and limitation(s). (Whittington/Kiffer)
  - d. Review of draft Vacation policy for Suppression; accrual of hours; usage; and limitation(s) (Whittington/Kiffer)



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- e. Discussion and possible action regarding: Financial postings on the Lake Mohave Ranchos Fire District Website; cover page of monthly financials. (Whittington/Buldra/Board)
- f. Review of Administrative Office staffing positions; hours; wages; alternative staffing levels; job descriptions and/or duties required for positions. (Administration/Buldra)
- g. Review of Elwood Staffing Agreement. (Administration/Whittington)
- 2. Board of Directors may vote to go into Executive Session pursuant to A.R.S. §38-431.03 (A)(1) for personnel matter, A.R.S. §38-431.03 (A)(3) for legal advice and pursuant to A.R.S. §38-431.03 (A)(4) to give direction to legal counsel re:
  - a. Fire Chief's performance review; review of role and responsibilities. (Administration/Whittington/Kiffer)
  - b. Review of Fire Chief's Contract. (Administration/Whittington/Kiffer)
- Regular Session reconvened open to the public at approximately 4:15p.m.

**8. EXECUTIVE BUSINESS.**

- a. Discussion and possible action regarding: Credit Card payment for Ambulance. (Kiffer)
  - Director Kiffer motioned to rescind and remove this item from the Agenda until a future date, Director Terrill 2<sup>nd</sup>. All members present in favor, motion carried.
- b. Discussion and possible action regarding: Administrative Staff Office policy; hours of operation. (Kiffer)
  - Director Terrill motioned to table these items (b,c and d) until the paperwork is received from the Attorney, Director Cass 2<sup>nd</sup>. All members present in favor, motion carried.
- c. Discussion and possible action regarding: Administrative Staff Office Vacation policy; accrual of hours; usage; and limitation(s). (Kiffer)
  - Director Terrill motioned to table these items (b,c and d) until the paperwork is received from the Attorney, Director Cass 2<sup>nd</sup>. All members present in favor, motion carried.
- d. Discussion and possible action regarding: Vacation policy for Suppression; accrual of hours; usage; and limitation(s) (Kiffer)
  - Director Terrill motioned to table these items (b,c and d) until the paperwork is received from the Attorney, Director Cass 2<sup>nd</sup>. All members present in favor, motion carried.
- e. Discussion and possible action regarding: Financial postings on the Lake Mohave Ranchos Fire District Website; cover page of monthly financials. (Board)

- Chief DeMaio stated that Mr. Buldra advised that the summary of the financials is provided in the minutes. Also noting that he could provide a letter to the Board regarding this matter to consider. Director Kiffer motioned to have Mr. Buldra draft a letter regarding financial postings, Director Cass 2<sup>nd</sup>. All members present in favor, motion carried.
- f. Discussion and possible action regarding: Administrative Office staffing positions; hours; wages; alternative staffing levels; job descriptions and/or duties required for position(s). (Administration)
- Chief DeMaio stated that Mr. Buldra wasn't available for this item. Chief DeMaio wanted to review with Mr. Buldra and the Board the costs to the District regarding salaries, duties, etc. Chief DeMaio noted that certain job aspects can't be done by Mr. Buldra. Director Kiffer stated, "I don't see Victoria here today." Chief DeMaio noted that she is assisting the auditors. Director Kiffer also stated that she wasn't in attendance at the last meeting either and Chief DeMaio stated she was at a funeral. Director Kiffer asked about the Administrative Assistant and noted that the job description states the Administrative Assistant will attend the meetings. Chief DeMaio stated the District's Administrative needs are being met. Director Terrill reviewed the hours of operation for the Administrative Office. Adding that he went to the District office to sign checks and nobody was there. Chief DeMaio stated that he didn't hear about this and would address that issue. Chief DeMaio stated that if we start vacating these positions, these duties won't get done. Director Kiffer asked what duties Mr. Buldra can do for the Administrative Assistant. Chief DeMaio replied with payroll is what Mr. Buldra had told him. Chief DeMaio noted that the office is being ran and handled and work is getting done, "but, you don't like the way it's being done, but it's being done." Director Kiffer stated, "I have an alternative, I'm not willing to discuss it at this time." Chief DeMaio stated you're trying to fix something when it's not broken and Director Kiffer responded, "it is broken." Director Kiffer also stated, "that position is meant to be in that office for 32 hours, not from home." Also adding "there's not 32 hours in a week someone is doing payroll or accounts receivable, that's not the case, that's not the case." Director Kiffer also stated, "I am very upset perhaps that we are paying for something we aren't getting, and the Board may want to look into that further, but I don't want you to think that this, this works for you Tony, but it does not work for the Board and it does not work for the District, that position that we as taxpayers are paying is to be in that office, it's not to be at home." Director Kiffer further stated, "yeah, I don't agree with how things are running, and I've said that from the get go." Also adding, "you told me if she couldn't come back to work you'd refill that position." Director Kiffer noted it's an additional cost to have someone else in the office, noting it's in the budget, but stating "what money are we going to have next year, it's our job to be watching the purse strings." Director Kiffer went on to say, "here we are again, now we are kind of configuring this to make a convenience for somebody that doesn't want to pay childcare to come into the office to do the job, I am very bothered by that." Director Kiffer then stated, "we have alternatives, besides having someone telecommunicating, we do, we do." Also, additionally adding, "she's not indispensable." Director Kiffer then stated, "I don't want to hear from Gabe and what this is going to cost us and if he took payroll." Director Kiffer inquired about less pay if payroll was given to Gabe. Chief DeMaio stated, "if you eliminate that person from that





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position, you won't be paying them anything." Chief DeMaio also added, "you will be paying Gabe more than \$12 an hour just to do payroll." Director Terrill stated that his conflict comes from paying two people to do one person's job. Director Terrill stated he doesn't care if "Mickey Mouse runs the office, I don't care, whatever gets the job done." Chief DeMaio stated that if the Board could bring someone to him that has the knowledge of fire district's and all the other duties, background and experience, that the current Administrator does, he'd look at that person. Director Terrill asked if Chief DeMaio had a doctor's note for the Administrative Assistant being out on medical. (Let the record reflect that, Chief DeMaio could not respond to this, it is a HIPAA violation.) Chief DeMaio stated that he has tried to accommodate the Board with a Receptionist and the Administrative duties are being done still. Chief DeMaio stated that he needs the latitude and empowerment from the Board to do his job. Chief DeMaio also stated there is a clause in his contract to allow him to step down as Chief and if that is what the Board wants he will and they will need to find a new Chief and Administrative Staff. Director Kiffer replied with, "ok." Director Kiffer then asked, "why is she not in that office?" Director Kiffer further stated, "there is no medical reason why that woman can't be in the office doing the Administrative Assistant job 32 hours a week, why isn't she in the office?" Chief DeMaio replied, "she is taking care of her baby." He then asked, "do you want me to force her to quit?" He stated that if she puts her child in childcare she will be making about \$4 hour. Chief DeMaio then asked, "are you telling me to force her to quit, to fire her?" Director Kiffer responded, "I'm telling you to either give her the option of coming back to work..." (Chief DeMaio interrupted). Chief DeMaio asked, "what if she leaves tomorrow?" Director Kiffer responded, "then she leaves tomorrow." Director Kiffer added, "we will have Gabe do payroll and I'll come up with the other alternatives." Chief DeMaio responded, "and you will come up with the other alternatives, you will step into my office and start doing operations?" Director Kiffer replied "no, Tony." Chief DeMaio responded, "yes you will, you just said it, because that's what it's going to take for you to come into my office..." (Director Kiffer interrupted Chief DeMaio). Then Director Kiffer said, "ok, I'll come into your office and I'll do the operations. How's that? We'll work that out. I'm intelligent, I'll figure it out." Director Kiffer added, "if she's unwilling to train, that's the other option, two weeks of training, then I will come in and do it, but don't give us this business of she wants to stay home with her baby, wouldn't that be nice if we all could do it." Also adding, "she can either come in and do the job or says you know what I'll give you two weeks' notice." Chief DeMaio replied, "now your telling me what to do with my staff." Director Kiffer replied, "You're our employee

and we are telling you that we want that Administrative position in that office.” Chief DeMaio asked, “regardless of that person’s knowledge, skills and ability?” No reply from the Board. Chief DeMaio stated he can fill that position, but “they aren’t going to have the skills to do the job.” Chief DeMaio further stated they aren’t going to have the ability to run a fire district, emergency services. Adding, “we’re not selling cookies.” In addition, stating, “they need to know fire service, QuickBooks, OML and tons of stuff people off the street don’t know. Director Kiffer replied, “people can be trained Tony.” Chief DeMaio responded, “and what are we going to do in the lag time, people can be trained, yes, people can be trained, start thinking about logistics, where is that person going to train? How long does it take to get that person trained? How much do you pay for that person to be trained? How much do you pay the Trainor of that person to train? And what happens to all those other things that have to be done while this person is out of the office being trained, who’s gonna do all that?” Director Kiffer replied, “well they’re not in the office now, I suggest that we get in touch with John Flynn the prior Administrator and talk to him about contacting to have that work done in his office.” Chief DeMaio replied, “and what expense is that going to run, I’m sure that is more than \$24 an hour.” Director Karash asked if Ellen would train somebody, “she did it for 11 years.” Director Kiffer replied, “mhhh.” Chief DeMaio replied, “Ellen trained the last person that was there and that’s the reason why we are left with what we are left with is because of the person Ellen trained.” Director Karash asked, “did she train Karen?” Chief DeMaio replied, “no.” Director Cass stated, “it makes a difference who you train.” Director Kiffer also stated, “let me put this to you, when we do the job evaluation on you, this whole issue will come into play, so you have some choices to make, we have alternatives here and if your decision is to say just stay home and we’ll just pay this money for this person to be in the office, that’s your choice. But I’m telling you that will have a tremendous impact on how you make this decision for getting that Administrative Assistant position back in that office.” Chief DeMaio stated this will take some time. Director Kiffer responded, “well you might want to investigate whether that person, uh, when they aren’t spending time with their baby would be willing to come in and train someone or willing to come in and do part-time work, but uh they’re being paid 32 hours for a job that’s not 32 hours at home.” No action.

- g. Discussion and possible action regarding: Elwood Staffing Agreement. (Board)
- Director Kiffer noted that the Board realizes they can end this agreement at any given time, if we don’t hire that person, then we’d have a penalty to pay. Chief DeMaio noted that the Board can end it at any time. Director Kiffer noted she wanted a decision if the Administrative Assistant would be back in the office before ending this agreement. Director Kiffer noted that she has received complaints from the public regarding no staff answering the District phone and/or not being there. Chief DeMaio responded, “I would like to know, all these complaints come to the Board Members, and you come up and say I have a complaint about this, I heard about this; why aren’t these complaints coming to my office?” Director Kiffer responded, “because they feel your unavailable, they feel that you’re rude to them, they feel that you’re not hearing them, these are the things people are telling me.” Chief DeMaio replied, “none of these complaints have come to me directly.” Also adding, “not one person has come into my office and filed a formal complaint.”



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Chief DeMaio stated to the Board, “I will do my best to accommodate the Board, but like I said, the Board needs to give me flexibility, and they need to empower me and give me the opportunity to do my job, that you hired me to do.” Also adding, “the Boards job is to look over financials and make sure we aren’t going over budget and approve purchases and move along.” Director Karash replied, “we will not micromanage.” Chief DeMaio responded, “I am trying to move this District forward with my connections and everything that I’m doing, and I feel like there’s a couple of things that I’m not doing right or not doing the way people like it and I’m getting beat up over it, but nobody wants to recognize the other 150 things that I am doing and doing right.” Chief DeMaio noted that he needed the flexibility, room and empowerment from the Board to do his job. Director Karash added, “and support.” Chief DeMaio also noted that they (the Board and Chief) can try to work something out to make everybody happy, Director Karash stated, “that’s not gonna happen Chief.” No Action.

- h. Discussion and possible action regarding: Fire Chief’s performance, role and responsibilities. (Kiffer)
  - Tabled until December meeting.
- i. Discussion and possible action regarding: Fire Chief’s Contract. (Kiffer)
  - Tabled until January meeting.

**9. CALL TO THE PUBLIC.** *Consideration and discussion of comments and complaints from the public. Those wishing to address the Lake Mohave Ranchos Fire District Board need not request permission in advance. The Fire District Board is not permitted to discuss or take action on any item(s) that are not on the Agenda that are raised in the call to the public. However, individual Board Members may be permitted to respond to criticism directed to them. Otherwise, the Board may direct that staff review the matter or that the matter be placed on a future agenda. The Fire District Board cannot discuss or take legal action on any issue raised during the Call to the Public due to restriction of the Opening Meeting Law.*

- Call to the Public was done prior to the Board going into Executive Session.
  - Mr. Farmer inquired about ambulance service from Kingman, wanting to know how often AMR responds into LMRFD. Mr. Farmer requested this be placed on the December agenda.
  - Pat Kelly-Staub addressed a concern regarding the Attorney preparing certain minutes and that’s a cost to taxpayers. Ms. Staub stated there is two office staff employees who can do these. Mr. Whittington stated to the Chairman to contact him regarding this.

**10. CONSIDERATION OF FUTURE AGENDA ITEMS.**

- Item 4: D
- Item 6: F, G and H
- Item J – repeat/overview

- Item 7 (section 1): B, C and D – Executive Session
- Item 7 (section 2): B – Executive Session
- Item 7 (section 1): E
- Ad in paper seize & desist letter regarding unapproved LMRFD fundraiser
- Website
- Human Resources Investigation
- Call to the Public Agenda requested items

**11. NEXT REGULAR BOARD MEETING DATE & LOCATION.**

- December 18, 2017 – Meadview, AZ

**12. ADJOURNMENT.**

- Director Karash adjourned the meeting at approximately 5:30 p.m.

**MINUTES** prepared by: *Karen Jackson*  
(*This is a working draft, until Board approval*)

**Date:** *11/29/2017*

DRAFT