



TUBAC FIRE DISTRICT

2227 EAST FRONTAGE ROAD
P.O. BOX 2881
TUBAC, ARIZONA 85646
TELEPHONE: (520)398-2255

REGULAR MEETING OF THE BOARD OF DIRECTORS

The Tubac Fire District Board of Directors will meet in regular session on November 20, 2024, at 1:30 pm at the Tubac Community Center Building located at 50 Bridge Rd in Tubac. The following topics and any variables thereto, will be subject to Board consideration, discussion, approval, or other action. The Board may consider any item on this agenda in any order and at any time during the meeting. The Board may convene into Executive Session for discussion or consultation for legal advice with its attorney regarding any item on this agenda, in accordance with A.R.S. § 38-431.03(A)(3).

Members of the public may attend the meeting in person, by viewing the livestream on the Tubac Fire District Facebook page, or by telephone by calling (346) 248-7799 and entering the Webinar ID, 827 3360 0975, if prompted.

NOTE: Executive Sessions are CONFIDENTIAL pursuant to A.R.S. § 38-431.03(C). Members of the public may not participate in Executive Sessions.

Members of the public who are not able to attend the meeting in person, may submit comments to the Board by email. The emails will be read out loud during the meeting. Please email any comments to bhamric@tubacfire.org. Emails must be received no later than 5pm the day before the meeting and must include your full name as well as your phone number (to allow District staff to contact you with any questions).

Agenda

1. Call to order and Pledge of Allegiance
2. Roll call of Board Members
3. Swearing in Oath of Office for newly appointed Board Members
4. Reading of public comments submitted via email.
5. Call to the Public: "This is the time for the public to comment on items related to the Fire District. Members of the Board may not discuss items that are not on the agenda. Therefore, the Fire Board is not permitted to discuss or act on any items raised in the Call to the Public which is not on the agenda due to restrictions of the Open Meeting Law; however, individual Board members are permitted to respond to criticism directed to them. Otherwise, the Board has discretion to direct the Fire Chief to review the matter or that the matter is placed on a future agenda. Those wishing to address the Board need not request permission in advance. A member of the public may speak for a reasonable time as determined by the Board. If no time is specified, the presumed time limit will be 3 minutes per person. The Fire Board Chair may adjust time limitations and all individuals desiring to address the Fire Board will have the same opportunity."
6. Correspondence
7. Report from Board Members
8. Chief and Staff Report
 - a. Operations Update
 - b. Training
 - c. Administration Update
 - d. Wildland Update
9. Monthly Financial Report for October 2024
10. Consent Agenda
 - a. Approval of minutes from October 30, 2024.

b. Approval of monthly financial report for October 2024.

11. Presentation and discussion only on staff wages.

12. Discussion and possible action to approve roof recoat for Tubac Fire Station#3 in an amount no to exceed \$23,500

13. Fire Station #1 and Tower Update

a. Update on station #1 project

b. Update on Tower project

14. Future Agenda Items

15. Next meeting: December18, 2024

16. Adjourn meeting.

Notice of Meeting (Agenda) dated and posted November 15, 2024, by 1330 p.m. local time by B. Hamric.

If any disabled person needs any type of accommodation, please notify the Tubac Fire District prior to the scheduled meeting time.



Staff Report
Tubac Fire Board
November 2024

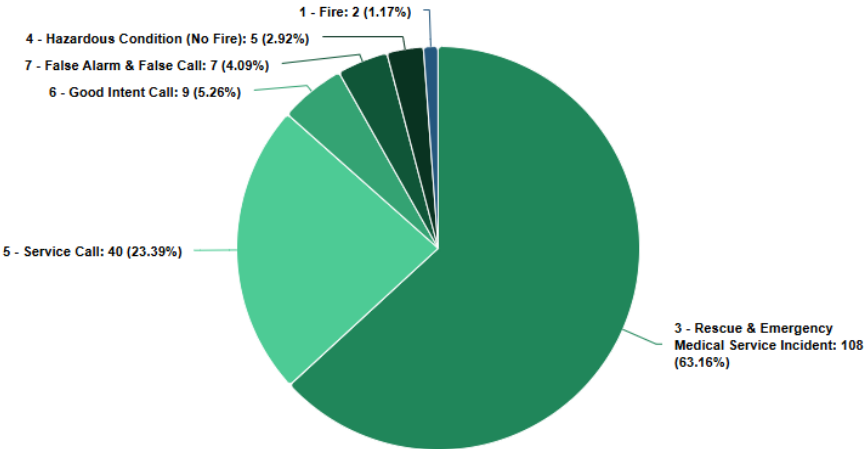
Tubac Fire District is committed to the safety of our community through the delivery of fire suppression, medical services, and public education.

October Responses By Call Type



Incident Type Categories

Oct 01, 2024 to Oct 31, 2024



- **EMS** 108 (59 Transports, 1 Transfer of care to Air ambulance)
- **Fire** 14
- **Public Assist** 49
- **Total Calls** 171

Incidents by Category and Month

Jan 01, 2023 12:00 AM to Nov 12, 2024 02:25 PM

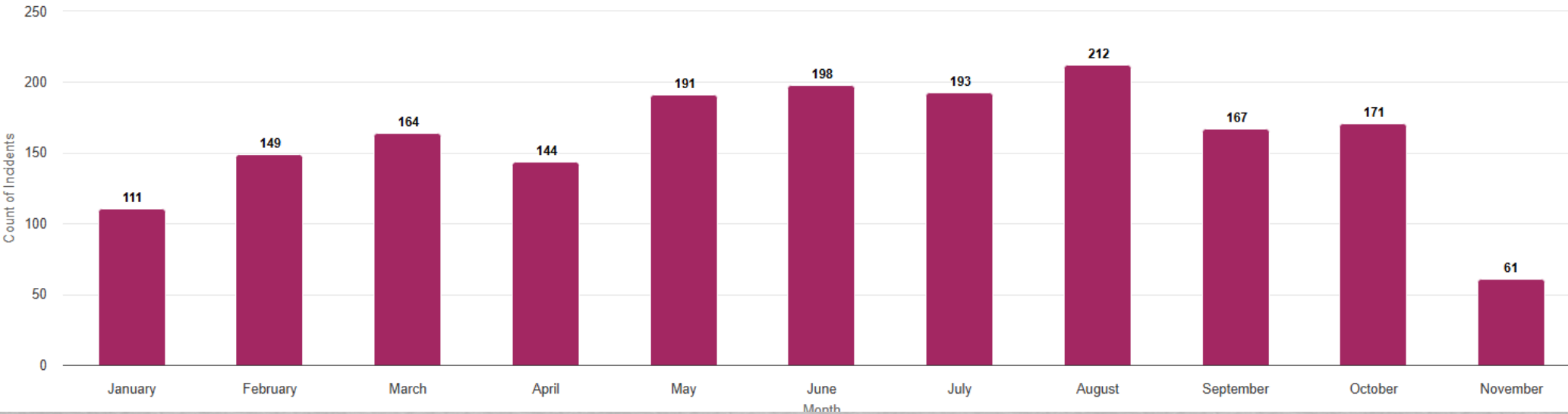
Incident Type Category	2024											2024		2023		YTD % Change
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Grand Total - Current	% of Total Incidents - Current	Grand Total - Previous	% of Total Incidents - Previous	
1 - Fire	4	5	3	2	3	7	3	5	3	2	1	38	2.00%	55	4.00%	-30.91%
3 - Rescue & Emergency Medical Service Incident	84	107	123	95	117	115	106	110	96	108	37	1,098	62.00%	863	56.00%	27.23%
4 - Hazardous Condition (No Fire)	1	3	6	5	4	2	5	6	4	5	2	43	2.00%	30	2.00%	43.33%
5 - Service Call	11	20	16	22	42	57	59	61	53	40	13	394	22.00%	409	27.00%	-3.67%
6 - Good Intent Call	6	8	11	13	18	9	8	15	7	9	7	111	6.00%	109	7.00%	1.83%
7 - False Alarm & False Call	5	4	5	7	5	8	12	15	4	7	1	73	4.00%	65	4.00%	12.31%
8 - Severe Weather & Natural Disaster	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	0.00%	-100.00%
9 - Special Incident Type	0	2	0	0	0	0	0	0	0	0	0	2	0.00%	0	0.00%	-111111111100.00%
Grand Total	111	149	164	144	189	198	193	212	167	171	61	1,759	100.00%	1,532	100.00%	14.82%

2024 YTD Call Volume



Incidents by Month

Jan 01, 2024 to Dec 31, 2024



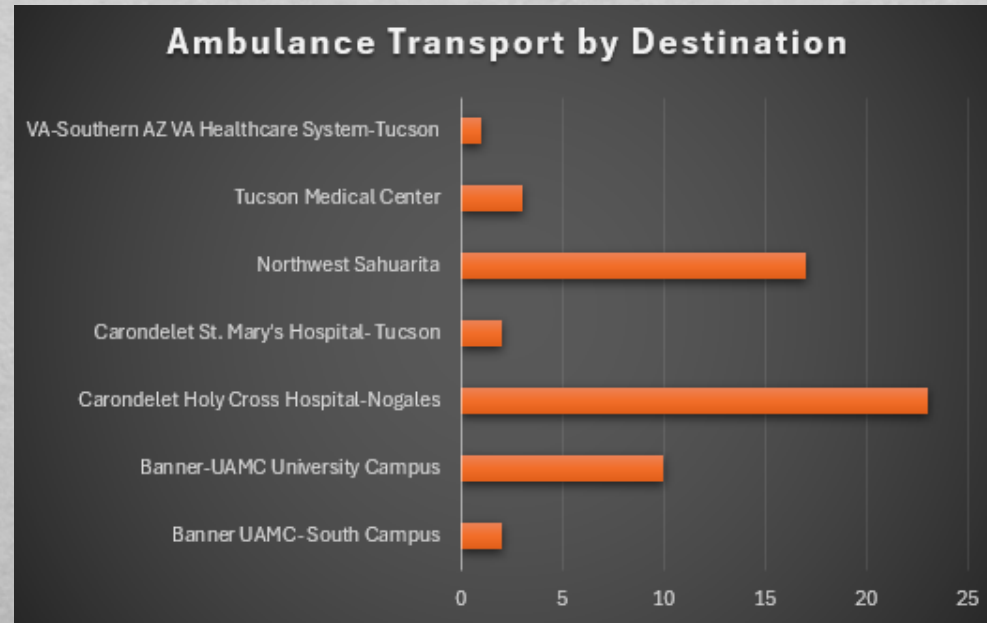
Monthly Call Volume Year over Year

Jan 01, 2023 12:00 AM to Nov 12, 2024 04:07 PM



Month Name	2024		2023		YTD % Change
	Grand Total - Current	% of Total Incidents - Current	Grand Total - Previous	% of Total Incidents - Previous	
January	111	6.00%	110	7.00%	0.91%
February	149	8.00%	128	8.00%	16.41%
March	164	9.00%	125	8.00%	31.20%
April	144	8.00%	145	9.00%	-0.69%
May	191	11.00%	142	9.00%	34.51%
June	198	11.00%	157	10.00%	26.11%
July	193	11.00%	164	11.00%	17.68%
August	212	12.00%	155	10.00%	36.77%
September	167	9.00%	156	10.00%	7.05%
October	171	10.00%	171	11.00%	0.00%
November	61	3.00%	79	5.00%	-22.78%
Grand Total	1,761	100.00%	1,532	100.00%	14.95%

October Ambulance Transports by Destination



Transports by Destination Summary

Oct 01, 2024 to Oct 31, 2024

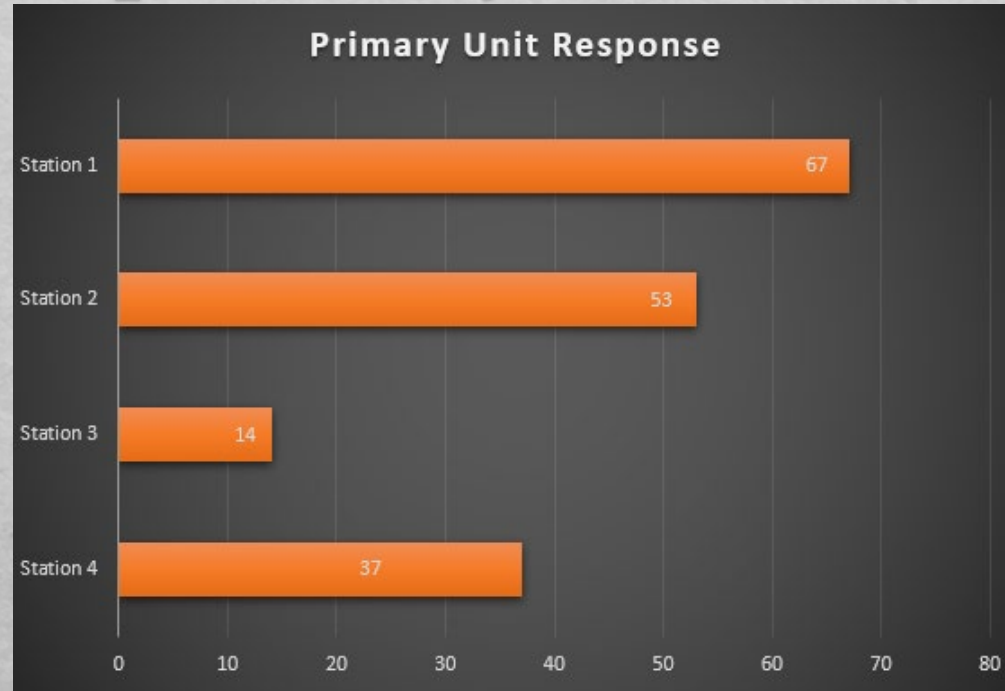
Hospital		Transports		Transport Time		Patient Arrival to Transfer of Care		Patient Arrival to Transfer of Care Signature		Patient Arrival to Unit Back in Service	
Name	ID	Total	% of Total	Median	90th Percentile	Median	90th Percentile	Median	90th Percentile	Median	90th Percentile
BANNER UAMC - South Campus (formerly Univ Physicians Hosp Kino)	MED2863	2	3.33%	56:20	56:36	14:55	18:43	14:49	18:33	61:05	78:45
BANNER-UAMC University Campus - Tucson	MED0257	10	16.67%	56:34	75:13	07:10	20:56	07:41	20:44	59:08	106:28
Carondelet Holy Cross Hospital - Nogales	MED0343	23	38.33%	19:08	23:31	08:57	19:36	06:50	14:57	22:52	52:44
Carondelet St. Mary's Hospital - Tucson	MED0254	2	3.33%	56:59	59:24	12:17	14:27	14:12	18:01	47:31	57:30
Northwest Medical Center Vail	MED10108	2	3.33%	58:41	61:19	02:15	03:19	00:18	02:49	69:35	72:10
Northwest Sahuarita	MED8984	17	28.33%	27:44	40:45	08:41	10:18	08:16	14:05	44:46	76:34
Tucson Medical Center	MED0256	3	5.00%	91:47	91:47	03:44	43:25	00:34	33:09	62:09	96:00
VA-Southern AZ VA Healthcare System-Tucson	UNK0015	1	1.67%	50:58	50:58	06:28	06:28	183:48	183:48	15:47	15:47
Overall		60	100.00%	27:38	60:22	08:42	19:19	08:11	19:03	40:14	83:22

October Emergency Responses By Station



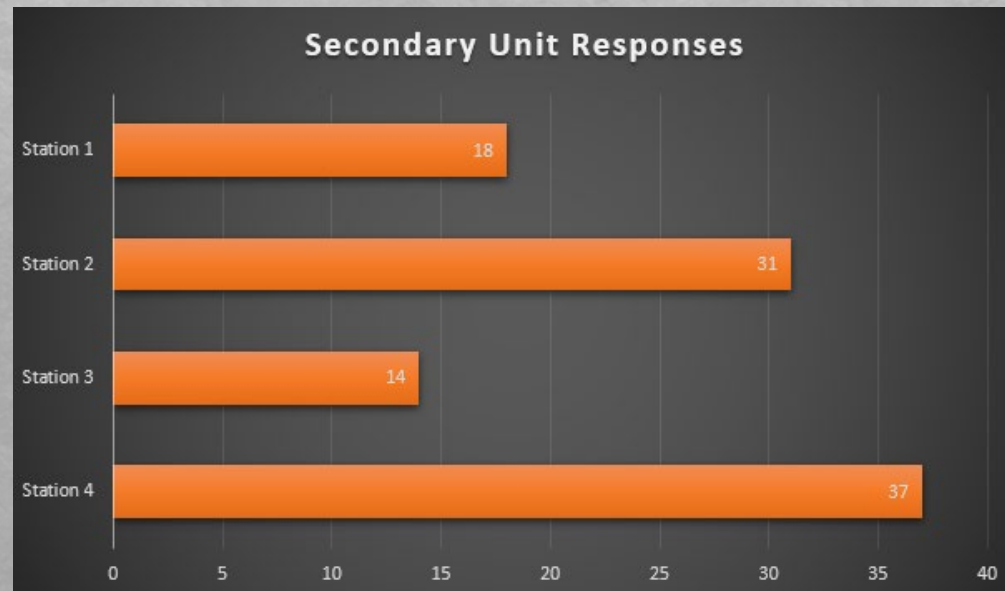
Primary Responses by Station

- Station 1 67
- Station 2 53
- Station 3 14
- Station 4 37



Secondary Responses by Station

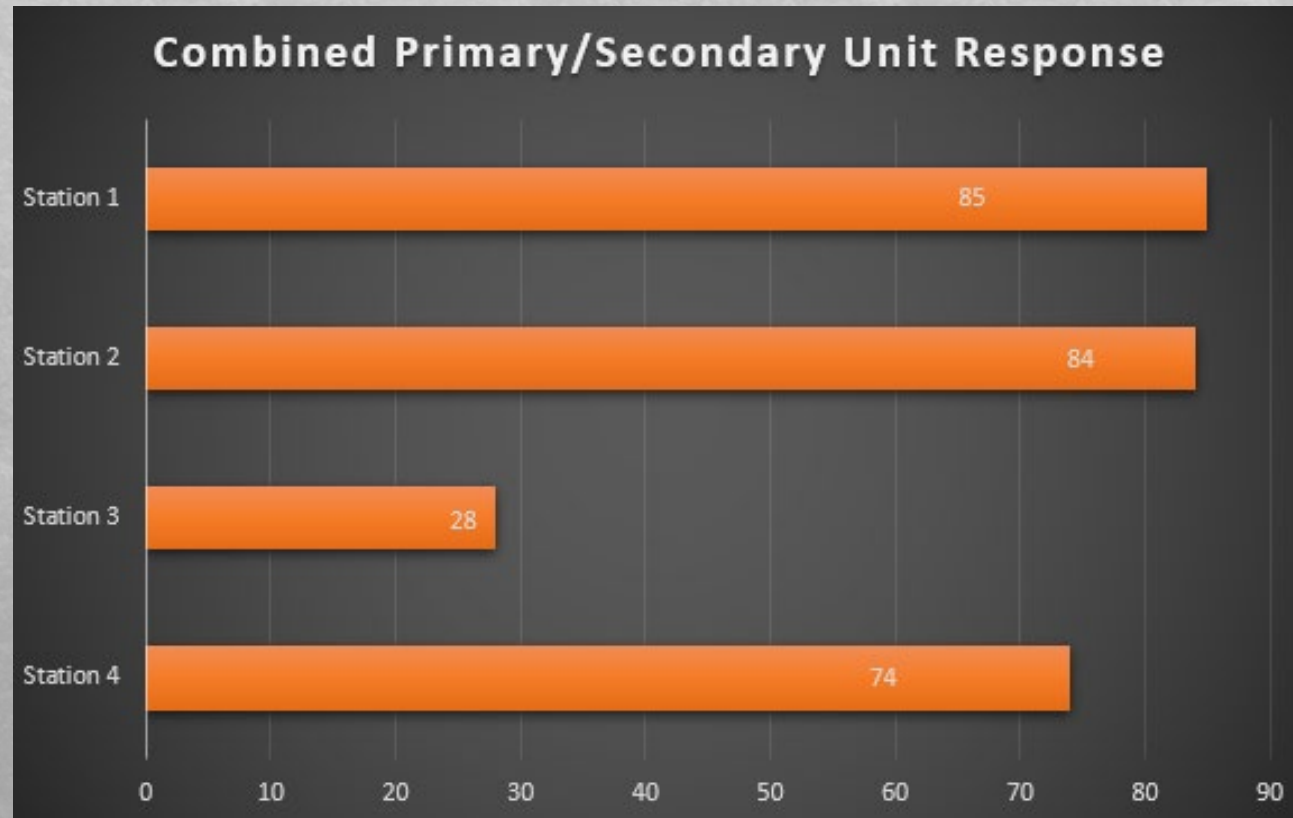
- Station 1 18
- Station 2 31
- Station 3 14
- Station 4 37



October Combined Primary/Secondary Unit responses by station



- ❖ Station 1 85
- ❖ Station 2 84
- ❖ Station 3 28
- ❖ Station 4 74

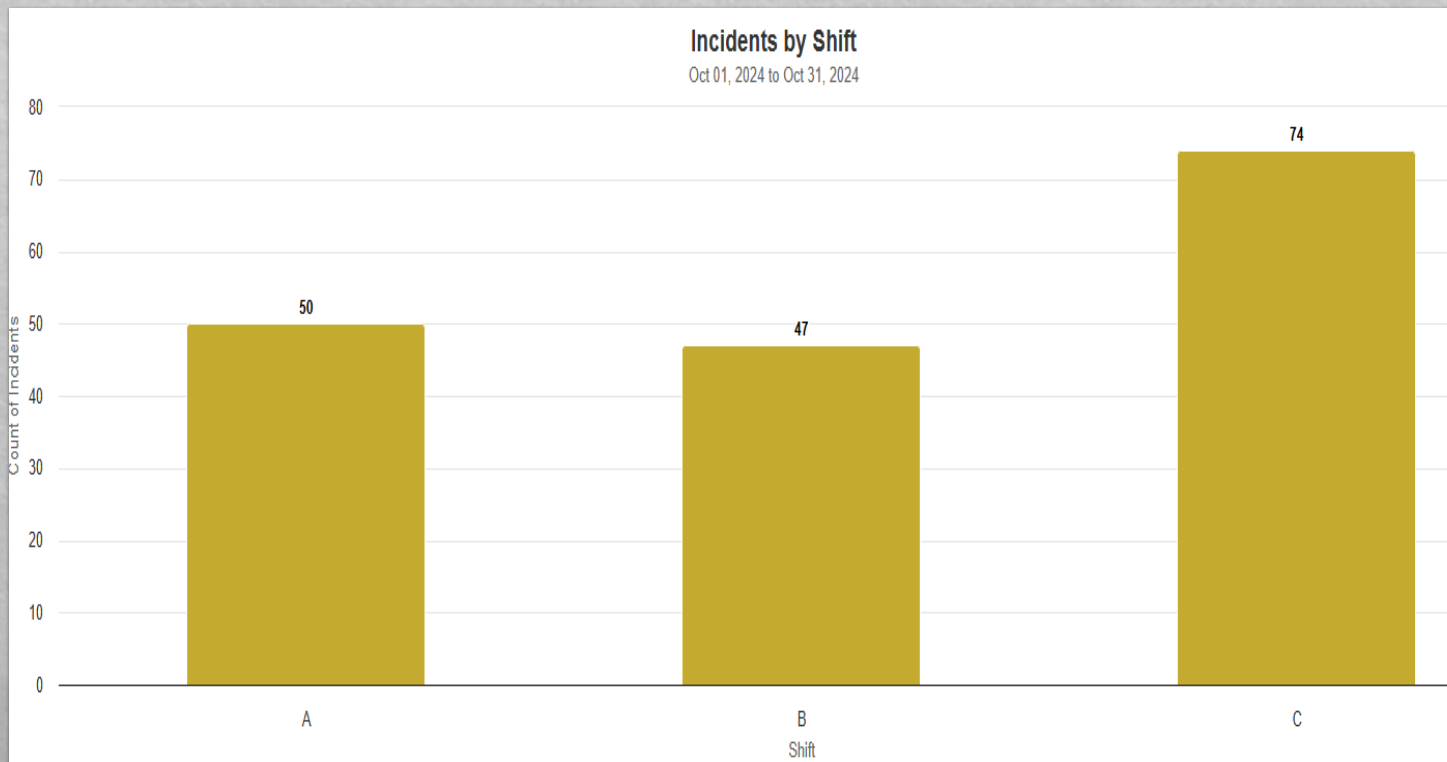


October Incidents by shift



- A Shift
- B Shift
- C Shift

Prev		October 2024					Next
SU	MO	TU	WE	TH	FR	SA	
		1	2	3	4	5	
6	7	8	9	10	11	12	
13	14	15	16	17	18	19	
20	21	22	23	24	25	26	
27	28	29	30	31			



A Shift 50

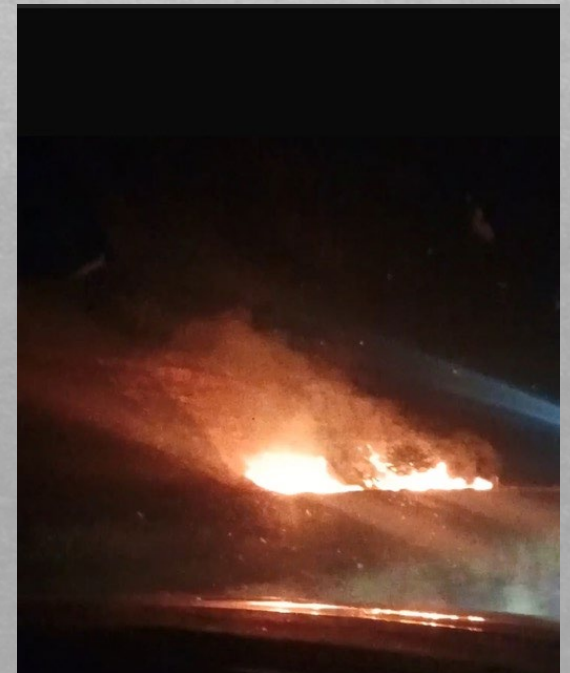
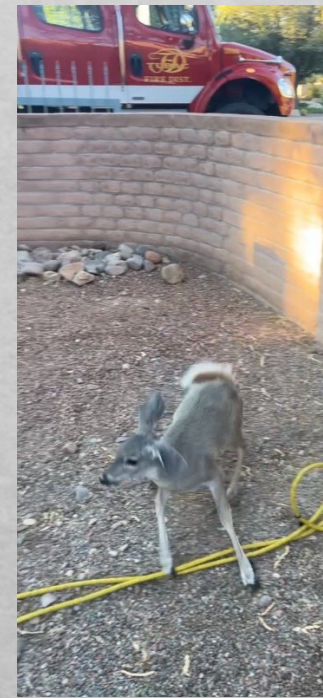
B Shift 47

C shift 74

Significant Calls



- ❖ Patient Walk-in at station 2, patient reporting chest discomfort and lightheadedness, patient was found to be in Supraventricular Tachycardia(heart rate of 150>). Patient was flown to a Tucson hospital for definitive care.
- ❖ Crews responded to reports of a single-vehicle accident on I-19, north of the checkpoint. Upon arrival, they found a heavily damaged vehicle, but fortunately, no serious injuries were reported.
- ❖ Responded to a vehicle fire at I-19 KM 29. Upon arrival, the vehicle was fully involved, but the fire was contained to the engine compartment.
- ❖ Early Saturday morning, Station 1 responded to reports of a live deer trapped in a gate near Barrio De Tubac. With the help of residents who kept the deer calm, the crew was able to safely free the distressed animal without injury and then cleared the scene.
- ❖ Crews Responded to the Area of I-19 and KP 29 for a small brush fire.



Training

- SCBA Turnout times
- Base Hospital Orientation
- Soulistic Hospice
- Cardiac Arrest training
- EMS Documentation
- Vehicle Extrication tool Demo
- Vehicle Inspections



Public Education/Fire Prevention and Events



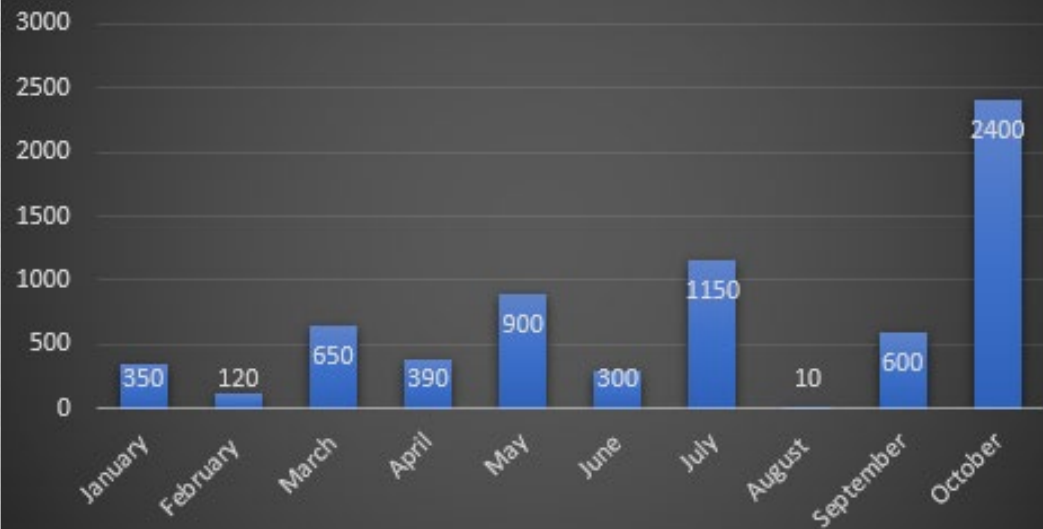
- Participated in Montessori School's Safety day
- Participated in Rio Rico Fire's Safety day/Pancake breakfast
- Participated in 4 Halloween Events (Trunk or Treat at San Cayetano, Rio Rico Fire Trunk or treat, Sopori Elementary).
- Conducted CPR and First Aid to Girl Scout Troops. They earned their First Aid Merit Badges.



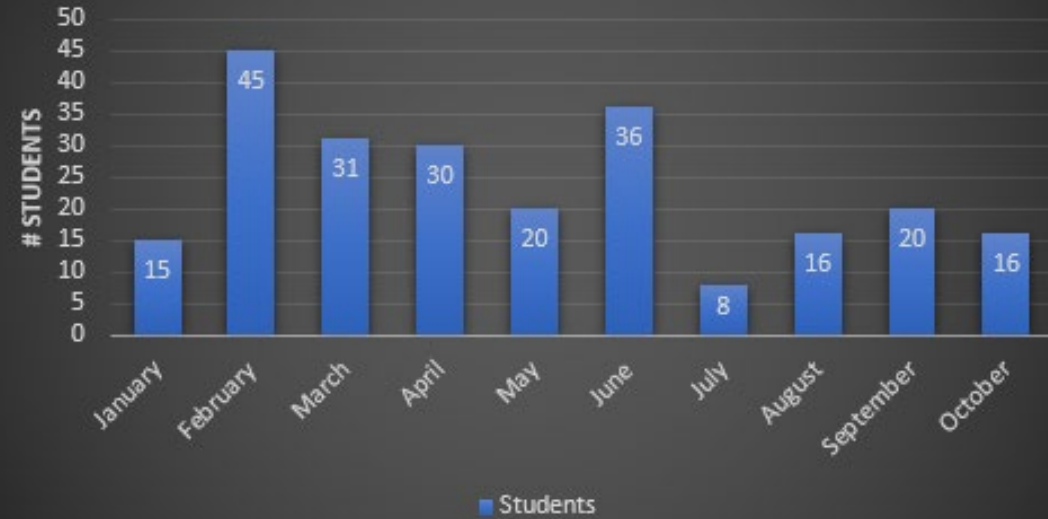
Fire Prevention and CPR Classes



Fire Prevention Students



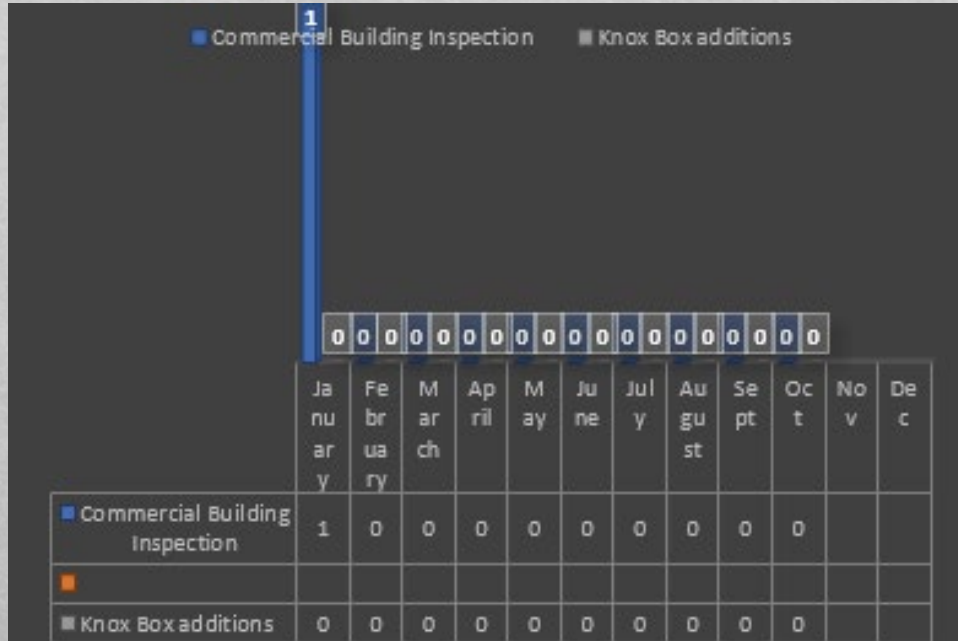
CPR Students 2024



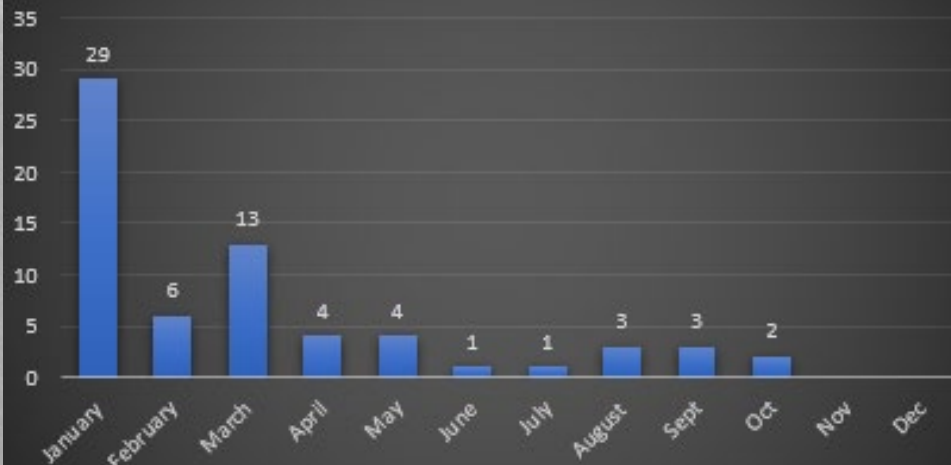
Plans Review & Inspections



Plans submitted for review	2	3	3	4	2	2	6	3	5	6		
Inspection for submitted plans	3	5	7	2	5	7	11	9	11	13		

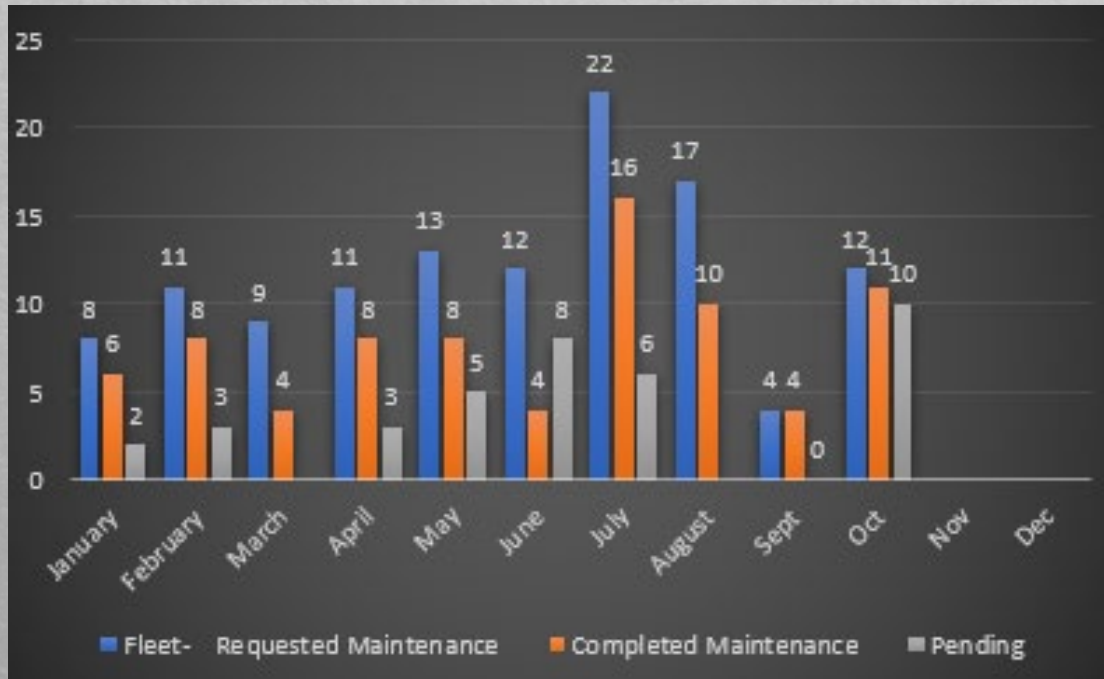


Burn Permit inspections

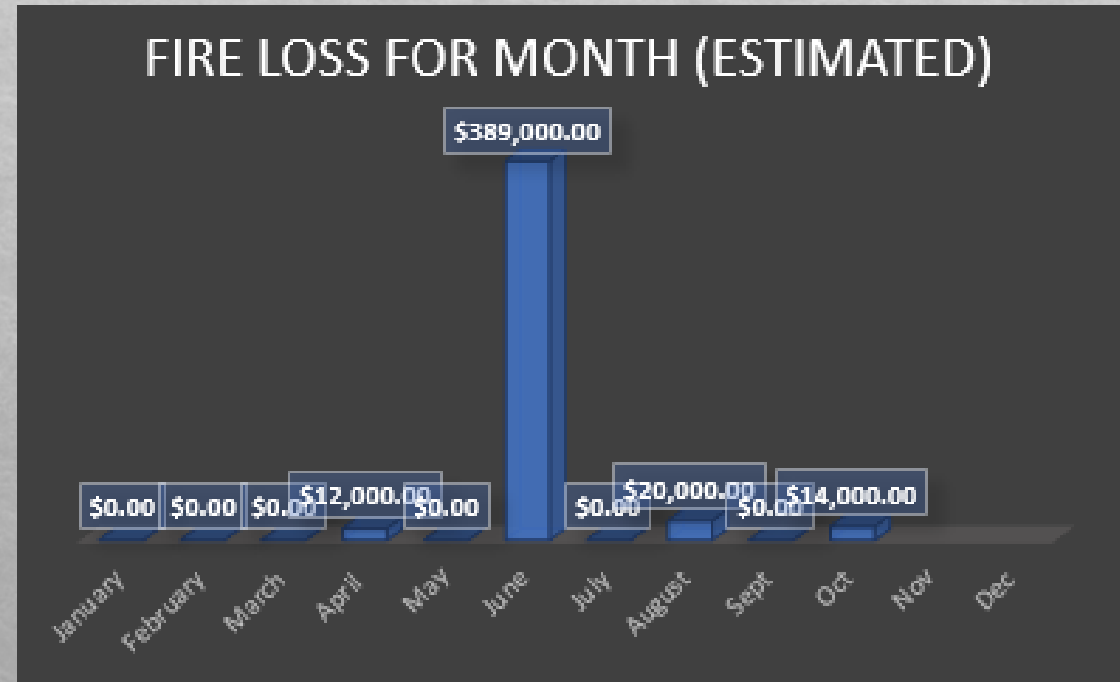




Maintenance Requests



Fire Loss Due To Incident





TUBAC FIRE DISTRICT

2227 EAST FRONTAGE ROAD
P.O. BOX 2881
TUBAC, ARIZONA 85646
TELEPHONE: (520) 398-2255

TUBAC FIRE DISTRICT BOARD MEETING
MINUTES REGULAR MEETING OF THE BOARD OF
DIRECTORS
October 30, 2024

1. Call to order and Pledge of Allegiance: The meeting was called to order at 1:30 p.m. by Sandy Johnson.
2. Roll call of Board Members: Sandy Johnson, Mary Dahl, Peter Benequista, Rich Bohman and Herb Wisdom were present at the Tubac Community Center. Also, in attendance at Tubac Community Center, Fire Chief Ben Guerrero, Deputy Chief Hesly Guerrero, Captain John Conger, Captain Esai Tapia and Bianca Hamric. Sara Simonton attended via Zoom on behalf of James Vincent Group. Members of the public in attendance were Ron Campana, Kathi Campana, Karen Wilson, Kathleen Vandervoet, Robert Reid and Genaro Rivera.
3. Reading of public comments submitted via email: None.
4. Call to the public: None.
5. Correspondence: None.
6. Report from Board Members: None.
7. Chief and Staff Report: Deputy Chief Hesly Guerrero, Captain John Conger, Captain Esai Tapia and Fire Chief Ben Guerrero provided the monthly Staff Report for September 2024.
 - a. Operations Update.
 - b. Training.
 - c. Wildland Update.
 - d. Administration Update.
8. Monthly Financial Report for September 2024: Sara Simonton from James Vincent Group presented the financial reports for the month of September 2024. (Please refer to www.tubacfiredistrict.org under the Tubac Fire Board tab to review report.)
9. Consent Agenda: Peter Benequista made a motion to approve the September 2024 Board minutes. Herb Wisdom seconded the motion; all were in favor the motion passed. Mary Dahl made a motion to approve the financial report for September 2024. Rich Bohman seconded the motion; all were in favor, the motion passed unanimously.
10. Discussion and possible action to approve the purchase of a "forcible entry" training prop at a cost not to exceed \$9,500. Fire Chief Ben Guerrero presented the Board action request for a training prop door. He stated that training for a possible forcible entry is a necessary for firefighters who are often required to

break down locked doors in the performance of their duties. Purchasing this prop will allow firefighters to practice regularly. Rich Bohman moved to approve the Darley Challenger forcible entry door in the amount not to exceed \$ 9,500. Herb Wisdom seconded the motion; all were in favor, the motion passed unanimously.

11. Discussion and possible action to repair or replace Unit #1048 (Brush Truck). Fire Chief Ben Guerrero presented the Board with the action request. Chief Guerrero stated that staff is recommending a crate engine to be installed for the repair of Unit# 1048. The crate engine replacement would be the most economical option at an estimated cost of \$35,000. Mary Dahl made a motion to authorize staff to replace the engine on Unit# 1048 with a crate engine at a cost not to exceed \$35,000. Herb Wisdom seconded the motion; all were in favor, the motion passed unanimously.
12. Discussion and possible action to approve Board Resolution #2024-05 “Assistance to Firefighters Grant”, for the purpose of replacing the Type I engine (1997 International). The “Assistance to Firefighters Grant” solicitation is currently open. This funding source is available on a competitive basis to assist fire agencies to purchase fire fighting equipment and vehicles. This year the District is asking for funding to replace the Type I engine that is over 25 years old. The Resolution, which is an application requirement, authorizes the Fire Chief to execute and submit all documents in connection with the grant submittal and, hopefully, award. Mary Dahl moved to approve Resolution #2024-05 as presented. Herb Wisdom seconded the motion; all were in favor, the motion passed.
13. Fire Station #1 and Tower Update:
 - a. Update on the Station #1 project. The Station #1 design is pending USDA approval. Chief Guerrero discussed with the Board on-site drainage issues and how to resolve them.
 - b. Update on the Tower project. The tower installation is completed. Fire Chief discussed with the Board a temporary power pole on the property. Also, a retaining wall at the base of the tower was discussed with the Board.
14. Executive Session: Mary Dahl moved to adjourn the public session and move the Board meeting to executive session. Peter Benequista seconded the motion; all were in favor the motion passed.
The Board meeting reconvened at 3:27 p.m.
15. Discussion and possible action to provide direction to the Fire Chief regarding the Santa Cruz County Treasurer Litigation and to enter into litigation related agreements. Mary Dahl moved to approve Fire Chief Ben Guerrero to enter into litigation agreements pertaining to the Santa Cruz County Treasurer. Herb Wisdom seconded the motion; all were in favor, the motion passed.
16. Discussion and possible action for legal advice and/ or direction regarding employee matters. Mary Dahl moved to authorize a payment made to Human Resource Strategies in the amount of \$6,112.50 for an internal investigation. Rich Bohman seconded the motion; all were in favor, the motion passed.
17. Future Agenda Items: Station #1 project.
18. Next Meeting: November 20, 2024.
19. Adjourn meeting: Herb Wisdom made a motion to adjourn the Board meeting. Peter Benequista seconded the motion; All were in favor; the motion passed. Meeting adjourned at 3:32 p.m.

Board Action Request

SUBJECT: Recoating the roof of station #3

DATE: November 20, 2024

FROM: Captain John Conger

Background: As part of our capital improvement plan, the Tubac Fire District has maintained building infrastructure over the past five years. It is now time to recoat the flat roof at Station #3, which was last done five years ago. Due to the scope of work involved and the warranty provided, staff recommends proceeding with R.A.D. Roofing Company for this project. This regular maintenance helps extend the life of our facilities and prevent future issues.

Fiscal Impact: There is \$20,000 in the capital improvement plan for this project.

Alternate Option: Board Direction

Staff Recommendation: Staff is recommending approval of the proposal we received by R.A.D. roofing, due to the 7-year guarantee.

Proposed Motion: Move to approve the proposal from R.A.D. roofing in the amount not to exceed \$23,500.

See Attachments

Needs

R.A.D
ROOFING & CONSTRUCTION, LLC
 P.O. BOX 711, Green Valley, AZ 85622

Rene Matus owner
 Cell: 520-444-5765
 Office: 520-625-1190
 ROC #201293-K-42

Proposal Submitted to: John Conger	Phone: 520-398-2255	Date: 11.08.2024
Street: 333 Camino Josefina	Alt. Contact Info/ Other:	
City State & Zip Code: Rio Rico, AZ 85648		
Memo: JConger@tubacfire.org	Sq. Ft.	Job No:

Proposal for Repair and Recoat

1. Pressure wash, rinse and prep.
2. Lift Evaporated cooler unit or AC unit ad reset upon job completion (if applicable to customer)
3. Cut down ALL drains.
3. Reseal all penetrations.
4. Apply 40" polyester fabric in front of all drains
4. Apply polyester fabric to cracks or low areas as needed.
5. Apply polyester fabric to cracks on parapet walls
6. Apply TWO coats of WHITE elastomeric roof coating @ 1 -1.5 gallons per 100 sq.ft.

Clean Premises

\$ 23,500.00

07 Year Renewable Warranty
 Warranty does not cover third party damage and or Acts of God
 * We Offer free Guarantee of Warranty transfers. *
 * Free Yearly inspections, as needed for the term of the Warranty. *

R.A.D Payment Terms: 50% Down, Balance due on completion.

DUE AT SIGNING : \$ 11,750.00

BALANCE DUE UPON COMPLETION: \$ 11,750.00

Exceptions to proposed total: Any alterations or deviations from above specifications involving extra cost will be executed only upon written orders and will become an extra charge over and above estimate. _____ initials

Acceptance of proposal: The above prices, specifications, and conditions are satisfactory and hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Note: This proposal may be withdrawn by RAD Roofing if not accepted within 45 days. Submitted on: 11.08.2024

Authorized Signature: _____ Date: ____ / ____ /2024

Thank You!



Lynch Roofing
 3611 South Broadmont
 Drive,
 Tucson, AZ 85713
 Phone: (520) 576-3808

Roofing recoat
 11/13/2024
 Claim Information

Company Representative
 Sam Miller
 Phone: (520) 860-1436
 sam@lynchroofingaz.com

John Conger
Tubac Fire Dept Station
 333 Camino Josefina
 Rio Rico, AZ 85648
 (520) 398-2255

Roofing recoat

Clean all debris from roof
 Power wash entire roof with power washer and surface cleaner attachment
 Allow 1-2 days for surface area to dry
 Patch cracks/ damaged areas with 6"- 48" woven polyester reinforcement fabric infused with premium elastomeric patching compound
 Three course seal around all roof penetrations (skylights, scuppers, pipe jacks, roof vents, etc.)
 Install self adhered rolled roofing in trouble spots for additional durability and leak protection (if applicable)
 Apply two coats of T.R.C #7000 coating per product application requirements from the manufacture
 Clean job site on and off the roof
 Dispose all waste
 Crew leader to perform final walk/inspection with the homeowner to ensure 100% satisfaction, quality and cleanliness

T.R.C Preferred Contractor

12 year manufacturer warranty
 6 year workmanship warranty

- Cash/check Payments:
 A 15% discount will be applied to all cash or check payments

- Credit/debit Payments:
 All payments made with credit or debit cards will receive the 15% cash discount but will be subject to a 4% processing fee. We accept all major credit cards

- Our Financing Options:
 0 payments, 0 interest if paid in full within 24 months
 0% interest/ 4 years
 6.99% interest/ 7 years
 6.99% interest/ 10 years
 6.99% interest/ 15 years

\$15,505.48

Sub Total	\$15,505.48
Discount: Cash/Check Discount	(\$2,325.82)
TOTAL	\$13,179.66

TERMS & CONDITIONS

Binding Contract: This Estimate is valid for 30 days. During said 30 days the Estimate is subject to change or revocation by Contractor without notice. Except to the extent Contractor exercises its right to change and/or revoke the Estimate, the Estimate shall constitute a binding agreement "Agreement" upon acceptance by Owner(s). The date of such Agreement shall be the date of Owner(s)' acceptance.

Contractor: Shall mean Lynch Roofing

Contract Price: Shall mean the Estimate Price as adjusted by the net of any written change orders and/or unforeseen damages.

Payment of Funds and Deposits: Except as otherwise agreed between Owner(s) and Contractor, Owner(s) agrees to pay Contractor the Contract Price in cash, check, or credit card equivalents, according to the following schedule: 50% deposit due once the job is scheduled, the remaining 50% is due upon completion (no later than 5 business days). Jobs utilizing financing provided by Lynch Roofing do not require a deposit and will be invoiced when the job is complete.

Estimate

for
John Conger
333 Camino Josefina
Rio Rico, AZ 85648-6604



137 East Elliot Road, 2262
Gilbert, AZ 85234
602-350-4052

advancedroofingaz.com

Estimate No. 700 Issued on Mon Nov 11, 2024

Qty	Name	Description	Rate	Amount	Tax
1	Acrylic Re-coat	1)pressure wash existing roof 2)remove all debris off 3)prep for new coat 4)seal and caulk all penetrations / flash seal fabric reinforcement penetrations 5)apply 1.5 gal acrylic coating per 100 sq ft 6)haul all trash debris	\$17,500.00	\$17,500.00	NON
			tax		\$0.00
			estimated total		\$17,500.00
			Deposit Due		\$0.00

Signature:
Signature Date:

THANK YOU

for considering Advanced Roofing, LLC

If these items meet your approval, automatically [approve this estimate now!](#)

QUESTIONS? CONTACT US

info@advancedroofingaz.com
602-350-4052

TERMS & CONDITIONS

We accept payment by check, cash and credit with a 3% Charge for credit. Please send checks to our main address or call with credit card



*FIREFIGHTER
WAGES
PRESENTATION*

2020 BUDGET YEAR PAY STEP SCALE

	START	1YR	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
		0.05	0.0275	0.0275	0.0275	0.03	0.0275	0.0275	0.0275	0.0275	0.03
EMT	\$13.75	\$14.44	\$14.83	\$15.24	\$15.66	\$16.13	\$16.58	\$17.03	\$17.50	\$17.98	\$18.52
	\$41,442.50	\$43,514.63	\$44,711.28	\$45,940.84	\$47,204.21	\$48,620.34	\$49,957.40	\$51,331.22	\$52,742.83	\$54,193.26	\$55,819.06
MEDIC	\$16.00	\$16.80	\$17.26	\$17.74	\$18.22	\$18.77	\$19.29	\$19.82	\$20.36	\$20.92	\$21.55
	\$48,224.00	\$50,635.20	\$52,027.67	\$53,458.43	\$54,928.54	\$56,576.39	\$58,132.24	\$59,730.88	\$61,373.48	\$63,061.25	\$64,953.09
CAPT	\$19.50	\$20.48	\$21.04	\$21.62	\$22.21	\$22.88	\$23.51	\$24.15	\$24.82	\$25.50	\$26.26
	\$58,773.00	\$61,711.65	\$63,408.72	\$65,152.46	\$66,944.15	\$68,952.48	\$70,848.67	\$72,797.01	\$74,798.93	\$76,855.90	\$79,161.57

Tubac Fire District Pay Scale (Jan 1, 2023 - June 30, 2023)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
FF/EMT	\$14.37	\$14.73	\$15.10	\$15.47	\$15.86	\$16.26	\$16.66	\$17.08	\$17.51	\$17.95	\$18.39
FF/CEP	\$16.72	\$17.14	\$17.57	\$18.01	\$18.46	\$18.92	\$19.39	\$19.87	\$20.37	\$20.88	\$21.40
Captain	\$20.38	\$20.89	\$21.41	\$21.95	\$22.50	\$23.06	\$23.63	\$24.23	\$24.83	\$25.45	\$26.09
Deputy Chief	\$73,150.00	\$74,978.75	\$76,853.22	\$78,774.55	\$80,743.91	\$82,762.51	\$84,831.57	\$86,952.36	\$89,126.17		
Office Coordinator	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13	\$26.78
Receptionist	\$14.68	\$15.05	\$15.42	\$15.81	\$16.20	\$16.61	\$17.02	\$17.45	\$17.89	\$18.33	\$18.79

JANUARY
2023

INITIAL CHANGES TOOK
PLACE TO GET OUR WAGES
CLOSER TO THE \$15
MINIMUM WAGE

JULY 2023

SECOND SET OF CHANGES TOOK PLACE TO GET OUR FIRST STEP IN-LINE WITH THE \$15 MINIMUM WAGE

Tubac Fire District Pay Scale (July 1, 2023 - June 30, 2024)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
FF/EMT	\$15.00	\$15.38	\$15.76	\$16.15	\$16.56	\$16.97	\$17.40	\$17.83	\$18.28	\$18.73	\$19.20
FF/CEP	\$17.45	\$17.89	\$18.33	\$18.79	\$19.26	\$19.74	\$20.24	\$20.74	\$21.26	\$21.79	\$22.34
Captain	\$21.27	\$21.80	\$22.35	\$22.91	\$23.48	\$24.07	\$24.67	\$25.28	\$25.92	\$26.56	\$27.23
Deputy Chief	\$76,317.00	\$78,224.93	\$80,180.55	\$82,185.06	\$84,239.69	\$86,345.68	\$88,504.32	\$90,716.93	\$92,984.85		
Office Coordinator	\$21.84	\$22.39	\$22.95	\$23.52	\$24.11	\$24.71	\$25.33	\$25.96	\$26.61	\$27.28	\$27.96
Receptionist	\$15.33	\$15.71	\$16.11	\$16.51	\$16.92	\$17.34	\$17.78	\$18.22	\$18.68	\$19.15	\$19.62

HOW EMPLOYEE ADJUSTMENTS HAPPENED

- Wage scale adjustments were figured by the previous Fire Chief based on years of service in current position. She then made an adjustment at her discretion.
- The initial step in the scale was removed and an adjustment at the tail end of the step scale was added.
- Important to note that the step's within the scale had very little adjustment.
- Employees were shifted up on the scale and assigned a new step.

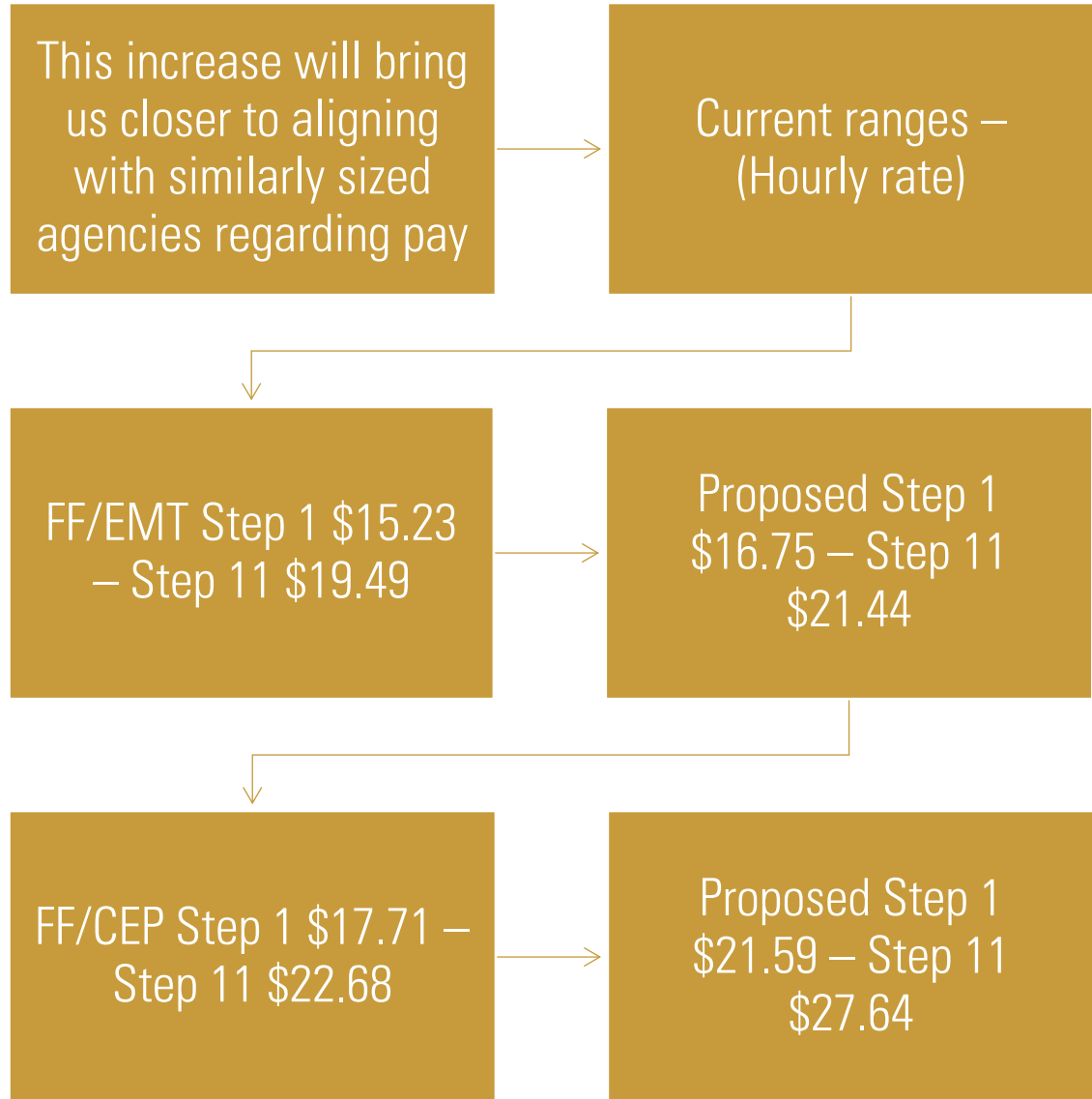
CHALLENGES

- This caused employees to max out on the scale
- There was no set percentage within the raises given.
- This caused inconsistencies
- Some employees only received a partial raise if they were at the top of the step scale while a few received no raise.

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
\$15.23	\$15.61	\$16.00	\$16.39	\$16.81	\$17.22	\$17.66	\$18.10	\$18.55	\$19.01	\$19.49
\$45,522.75	\$46,675.99	\$47,829.24	\$49,012.83	\$50,257.12	\$51,501.40	\$52,806.39	\$54,111.38	\$55,477.06	\$56,842.74	\$58,269.12
CEP										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
\$17.71	\$18.16	\$18.60	\$19.07	\$19.55	\$20.04	\$20.54	\$21.05	\$21.58	\$22.12	\$22.68
\$52,958.13	\$54,293.47	\$55,628.80	\$57,024.83	\$58,451.21	\$59,907.94	\$61,425.36	\$62,942.79	\$64,520.91	\$66,129.38	\$67,798.55
EMT/CPT										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
\$19.63	\$20.12	\$20.62	\$21.14	\$21.67	\$22.21	\$22.77	\$23.33	\$23.91	\$24.51	\$25.13
\$58,694.00	\$60,150.73	\$61,668.15	\$63,215.93	\$64,794.05	\$66,402.52	\$68,071.69	\$69,771.20	\$71,501.07	\$73,291.63	\$75,142.89
Capt										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
\$21.59	\$22.13	\$22.69	\$23.25	\$23.83	\$24.43	\$25.04	\$25.66	\$26.31	\$26.96	\$27.64
\$64,551.26	\$66,159.73	\$67,828.90	\$69,528.41	\$71,258.28	\$73,048.84	\$74,869.75	\$76,721.01	\$78,663.31	\$80,605.62	\$82,638.97
DC										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
\$77,461.76	\$79,398.30	\$81,383.26	\$83,417.84	\$85,503.29	\$87,640.87	\$89,831.88	\$92,077.68	\$94,379.62	\$92,077.68	\$94,379.62

JULY 2024 PAY SCALE 1.5% COL

*10%
INCREASE*



*10%
INCREASE*



WOULD COST THE DISTRICT
ROUGHLY \$190,000



THIS WOULD BE ABOUT A
\$0.15 TAX INCREASE

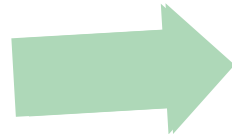
5% INCREASE

FF/EMT Step 1
\$15.23 – Step 11
\$19.49



Proposed Step 1
\$15.99 – Step 11
\$20.46

FF/CEP Step 1
\$17.71 – Step 11
\$22.68



Proposed Step 1
\$18.60 – Step 11
\$23.80

5%
INCREASE



Would cost the District roughly
\$95,000



Or around \$0.07 tax increase

FIRE DISTRICT COMPARISON

- Rio Rico Fire and Medical District Current
 - FF/EMT Step 1 \$15.45 – Step 10 \$20.21
 - Tubac (-\$0.22 - \$0.72)
 - Tubac (-\$672.75 - \$2,158.78)
 - FF/CEP Step 1 \$18.00 – Step 10 \$23.49
 - Tubac (-\$0.29 - \$0.81)
 - Tubac (-\$861.87 - \$2,436.55)
 - Important to note that RRFD only has 10 Steps

FIRE DISTRICT COMPARISON

- Avra Valley & Three Points Fire District
 - FF/EMT Step 1 \$17.46 - \$21.81
 - Tubac (- \$2.23 - \$2.32)
 - Tubac (-\$6,019.17 - \$6,114)
 - FF/CEP Step 1 \$20.45 - \$25.54
 - Tubac (-\$2.74 - \$2.86)
 - Tubac (-\$7,140.27 - \$7,595.53)
 - 10 Step system

FIRE DISTRICT COMPARISON

- Corona De Tucson Fire District
 - FF/EMT Step 1 \$16.18 – Step 8 \$21.50
 - Tubac (\$0.95 - \$2.01)
 - Tubac (\$2,853 - \$6,001.88)
 - FF/CEP Step \$18.56 - \$24.65
 - Tubac (\$0.85 - \$1.97)
 - Tubac (\$2,524.87 - \$5,915.45)

OPTIONS

- Increase every step by 10%
- Increase every step by 5%
- Consider a tiered increase by positions
- Board direction on pay increases for staff

TUBAC

Tubac Fire Station #1

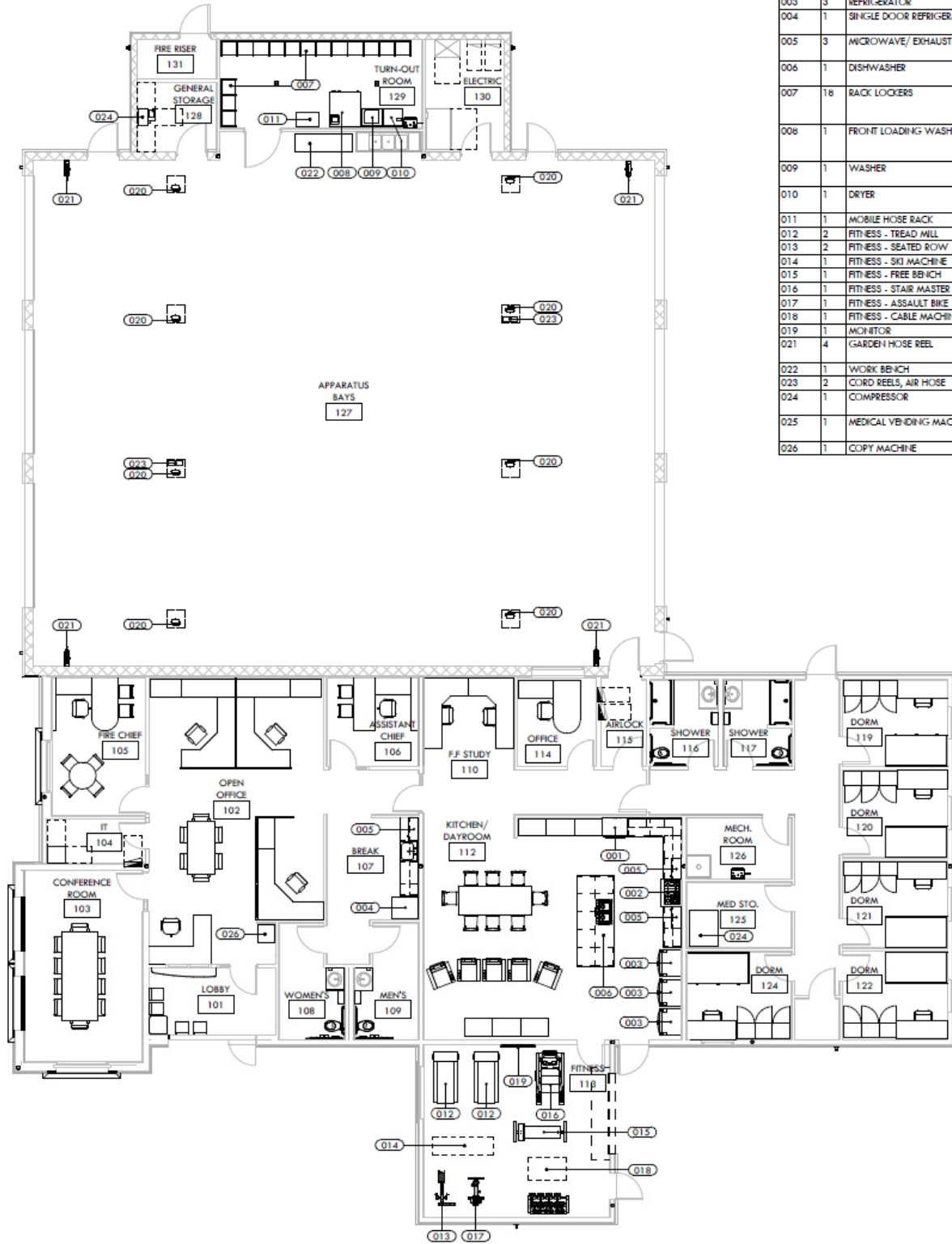
Furniture/ Equip.

2227 I-19 Frontage RD., Tubac, AZ 85646

Goodmans Furniture Presentation

11/7/2024

PROJECT: 10/21/2024 3:24:14 PM



Furniture/ Equipment Plan
 SCALE: 1/8" = 1'-0" 0' 8' 24'

Equipment Schedule

NUMBER	QTY	NAME	MODEL	LOCATION	MANUFACTURER	SIZE (WxDxH)	WEIGHT (LBS)	FURNISHED BY	INSTALLED BY	ELECTRICAL	WATER	COMMENTS
001	1	DOUBLE BUILT-IN OVEN W/ AIR FRYER	WADS-30	KITCHEN	Z LINE	29.875W X 24.5D X 51.25H	290 LBS	-	-	240V/60HZ/35.4A		STAINLESS STEEL
002	1	GAS COOKTOP	RTS-36	KITCHEN	Z LINE	35.75W X 27.5"D	85 LBS	-	-	120V/60HZ/20A/60HZ		STAINLESS STEEL
003	3	REFRIGERATOR	PRFC2383AF	KITCHEN	FRIGIDAIRE	36 X 30 4/5 X 70"	345 LBS	CONTRACTOR	CONTRACTOR	YES	YES	BLACK WITH STAINLESS FRAME
004	1	SINGLE DOOR REFRIGERATOR	FRU19F8WF	KITCHEN	FRIGIDAIRE	32 7/8" X 27" X 72 1/2"		CONTRACTOR	CONTRACTOR	YES		STAINLESS STEEL
005	3	MICROWAVE/ EXHAUST	WMH32519HW	KITCHEN	WHIRLPOOL	29 7/8 X 16 3/4 X 17 1/8"		CONTRACTOR	CONTRACTOR	YES		STAINLESS STEEL
006	1	DISHWASHER	SH6PT5SUC	KITCHEN	BOSCH	23 9/16 X 23 3/4 X 33 7/8-35"		CONTRACTOR	CONTRACTOR	YES	YES	STAINLESS STEEL
007	18	RACK LOCKERS	RMSS-3/24/SEC	TURNOUT	READY RACK	76 X 20 X 79"		CONTRACTOR	CONTRACTOR	YES		FOR EACH LOCKER OPENING PROVIDE 1 HELMET HOLDER, 2 HANGING APPAREL HOOKS, 1 GLOVE DRY HANGER, 1 GUN DRY COAT HANGER, 1 SECURITY OPTION (DOOR AND TOP SECURITY SHELF)
008	1	FRONT LOADING WASHER	EX670	TURNOUT	WASCOMAT	41 X 45 X 57"	70 LBS	CONTRACTOR	CONTRACTOR	220V/ 20/ DEDICATED CIRCUIT	YES	70 LB COMMERCIAL GRADE FRONT LOADING EXTRACTING WASHER. FULLY AUTOMATIC WITH CLARUS PROGRAMMABLE WASH CONTROL STAINLESS STEEL FINISH.
009	1	WASHER	PROFILE SERIES WPBE150KWT	TURNOUT	GE	27 X 25.5 X 42"		CONTRACTOR	CONTRACTOR	120V/20	YES	4.1 CF CAPACITY TOP LOADING WASHER WITH STAINLESS STEEL WASH BASKET, WHITE FINISH, ENERGY STAR COMPLIANT.
010	1	DRYER	PROFILE SERIES DPS610EGWT	TURNOUT	GE	27 X 26.7 X 42"		CONTRACTOR	CONTRACTOR	240V/5.6K W/24A		7.0 CF CAPACITY ELECTRIC DRYER WITH STAINLESS STEEL DRUM, WHITE FINISH, REVERSIBLE DOOR.
011	1	MOBILE HOSE RACK	HC-64-2T	TURNOUT	READYRACK	72" X 34" X 79"	250 LBS	CONTRACTOR	CONTRACTOR			
012	2	FITNESS - TREAD MILL		GYM				OWNER	OWNER	YES		
013	2	FITNESS - SEATED ROW		GYM				OWNER	OWNER			
014	1	FITNESS - SKI MACHINE		GYM				OWNER	OWNER			
015	1	FITNESS - FREE BBENCH		GYM				OWNER	OWNER			
016	1	FITNESS - STAIR MASTER		GYM				OWNER	OWNER	YES		
017	1	FITNESS - ASSAULT BIKE		GYM				OWNER	OWNER			
018	1	FITNESS - CABLE MACHINE		GYM				OWNER	OWNER			
019	1	MCHINTOR		GYM				OWNER	OWNER			
021	4	GARDEN HOSE REEL	1041GH	APPARATUS BAY	ELEY CORP.	16 X 17 3/16 X 16 1/8		CONTRACTOR	CONTRACTOR			FELD VERIFY MOUNTING HEIGHT, PROVIDE ELECTRICAL AND DATA PROVIDE GARDEN HOSE
022	1	WORK BENCH	WT-3072-LL	APPARATUS BAY	LITTLE CHAINT	72" X 30" X 35"H		CONTRACTOR	CONTRACTOR			2000 LB OVERALL LOAD CAPACITY
023	2	CORD REELS, AIR HOSE	7850OLPSW57	APPARTUS BAY	REELCRAFT			CONTRACTOR	CONTRACTOR			COMPRESSOR AIR
024	1	COMPRESSOR	2340LS-V	STORAGE ROOM	INGERSOLL	32"L X 21"W X 69" HT	2,400 LBS	-	-	230/1/60		TWO STAGE CAST IRON
025	1	MEDICAL VIBRIDING MACHINE		MEDICAL STORAGE								
026	1	COPY MACHINE		OPEN OFFICE								

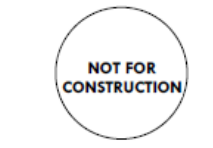
Furniture Schedule

ROOM NUMBER	QUANTITY	FURNITURE TYPE	COMMENTS
101	4	CHAIR	
101	1	COUNTER	
101	1	B-ID TABLE	
102	1	CHAIR	
102	1	CONFERENCE TABLE	SEATS 6
102	4	TASK CHAIR	
102	5	TASK CHAIR WITH ARMREST	
102	57	PARTITIONS W/ HARDWARE	
102	3	WORK STATION	INCLUDES SITE DESK, FILING CABINET, AND CHAIRS
103	1	CONFERENCE TABLE	SEATS 10, PROVIDE EXTRA CHAIRS FOR STORAGE
103	8	TASK CHAIR	
103	2	TASK CHAIR WITH ARMREST	
105	6	CHAIR	
105	1	OFFICE CHAIR	
105	1	SMALL CONFERENCE TABLE	SEATS 4
105	2	DESK	
105	1	SHELF SYSTEM	
106	2	DESK	
106	2	CHAIR	
106	1	OFFICE CHAIR	
106	1	SHELF SYSTEM	
110	7	OFFICE CHAIR	
112	8	CHAIR	
112	1	DINING TABLE	INCLUDES 6 CHAIRS
112	5	RECLINERS	
112	6	SHELVING	
114	1	OFFICE CHAIR	
114	2	DESK	
119	1	SYSTEMS WORK SURFACE	INCLUDES UPPER CABINETS AND DOWNLIGHT
119	1	CHAIR	
120	1	SYSTEMS WORK SURFACE	INCLUDES UPPER CABINETS AND DOWNLIGHT
120	1	CHAIR	
121	1	SYSTEMS WORK SURFACE	INCLUDES UPPER CABINETS AND DOWNLIGHT
121	1	CHAIR	
122	1	SYSTEMS WORK SURFACE	INCLUDES UPPER CABINETS AND DOWNLIGHT
122	1	CHAIR	
124	1	SYSTEMS WORK SURFACE	INCLUDES UPPER CABINETS AND DOWNLIGHT
124	1	CHAIR	

Tubac Fire Station #1

2227 I-19 Frontage RD., Tubac, AZ 85646

90% Construction Documents



PROJECT NO: 23.21.00
 DATE: OCTOBER 2024

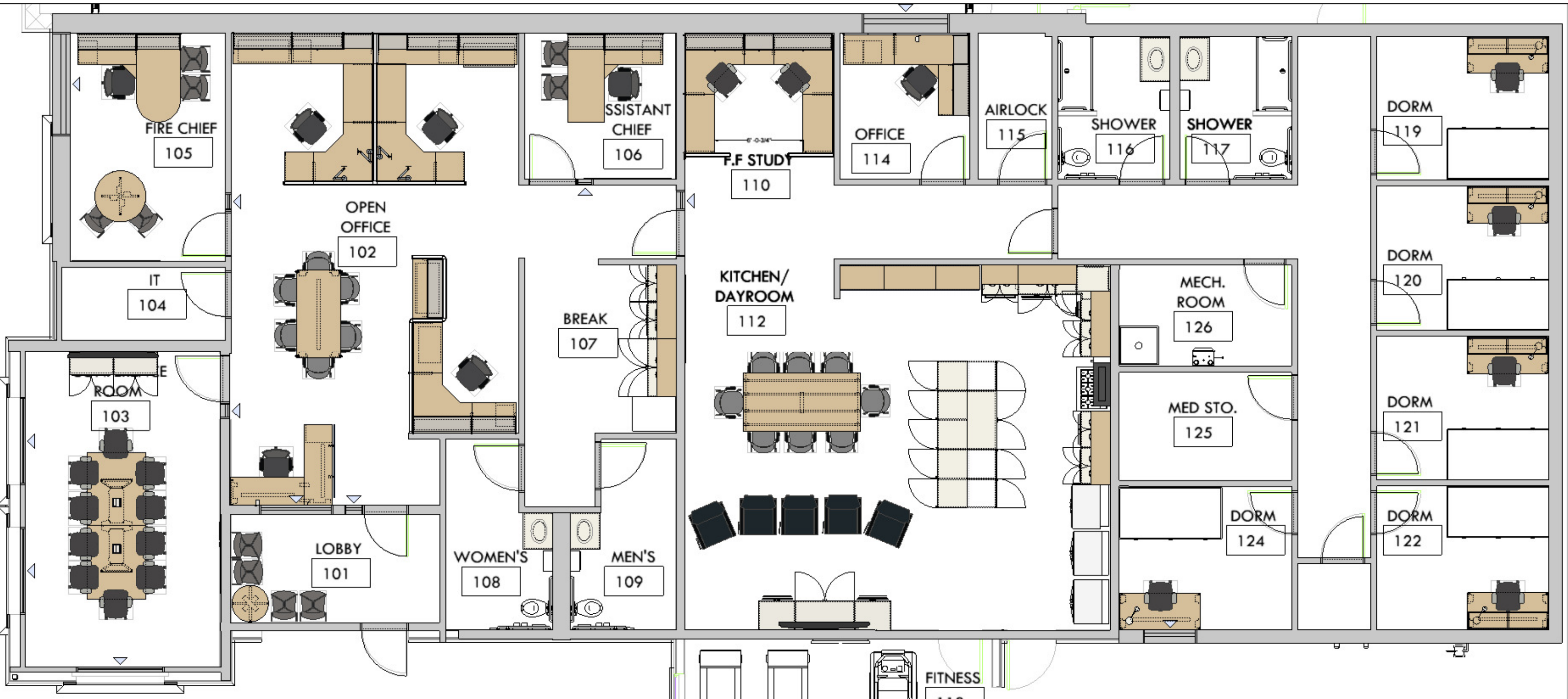
REVISION SCHEDULE	DATE	DESCRIPTION	ISSUED TO

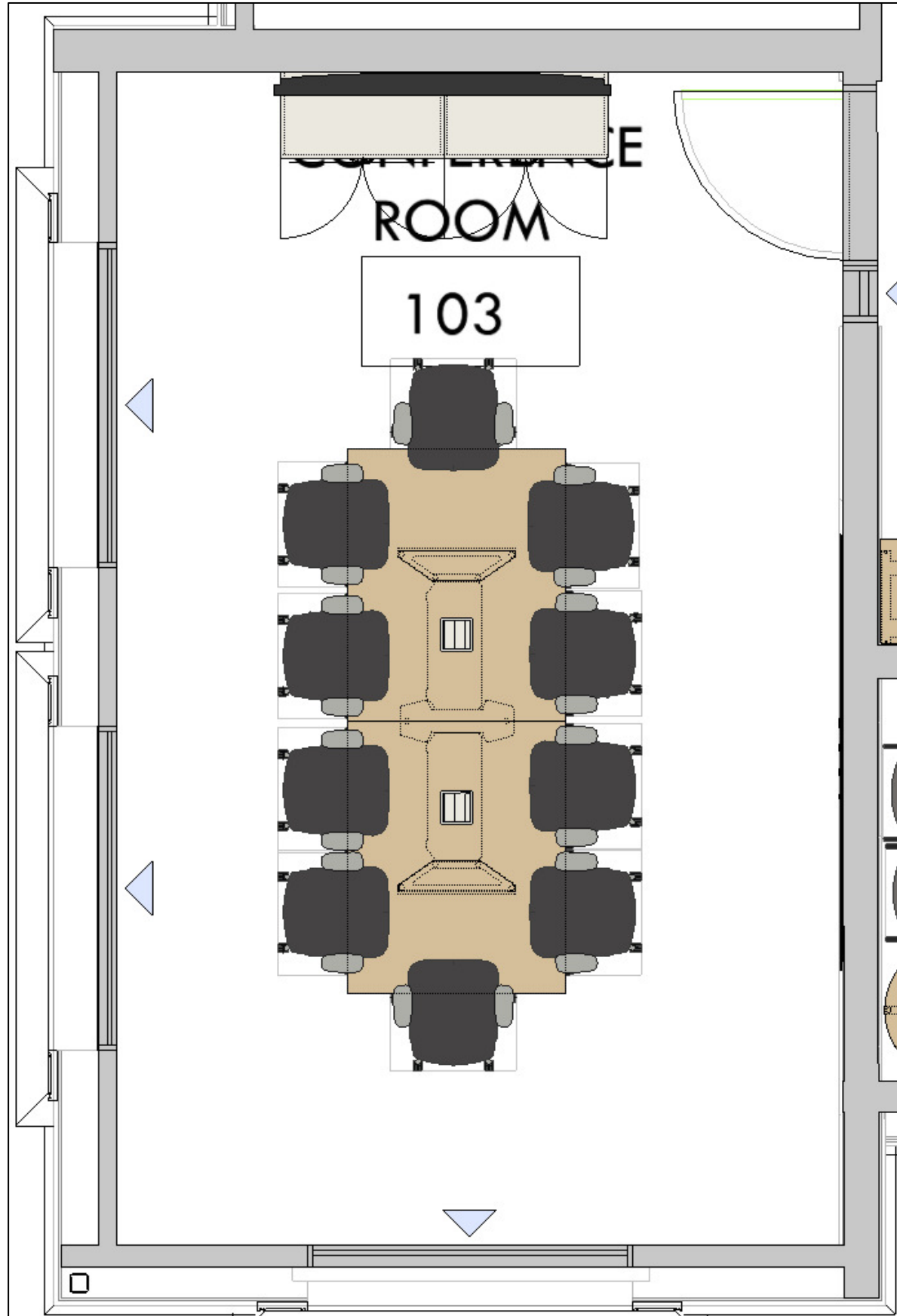
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 CHECKED BY: EGA
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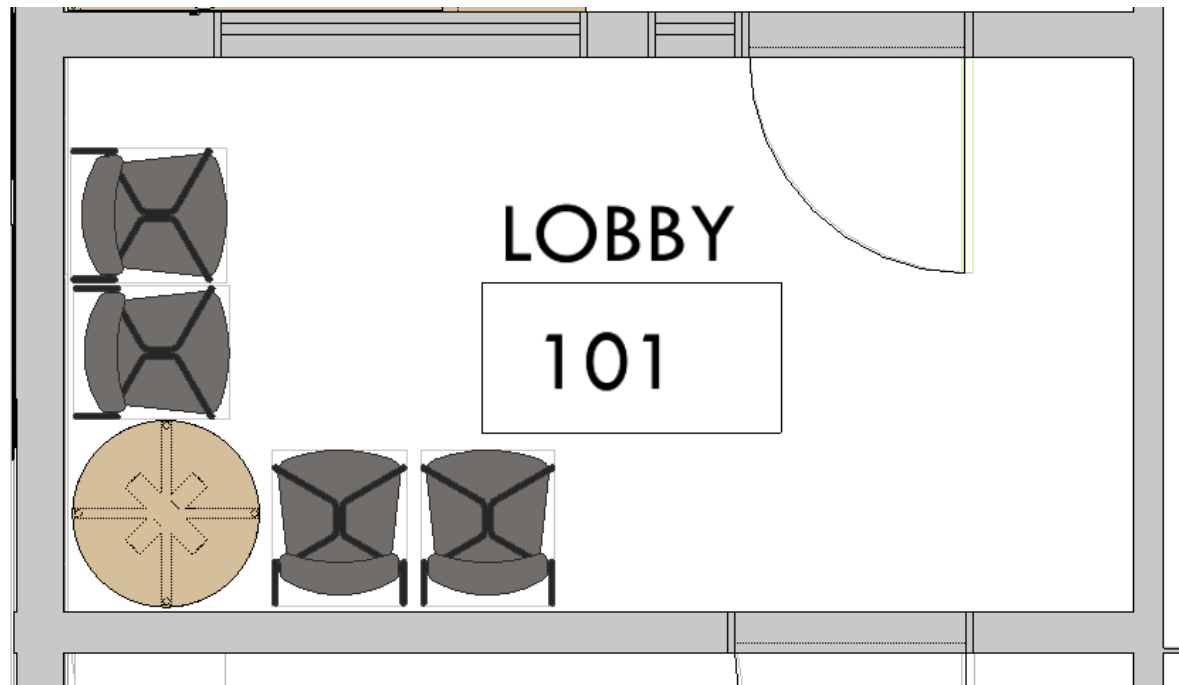
Furniture/ Equip. Plan

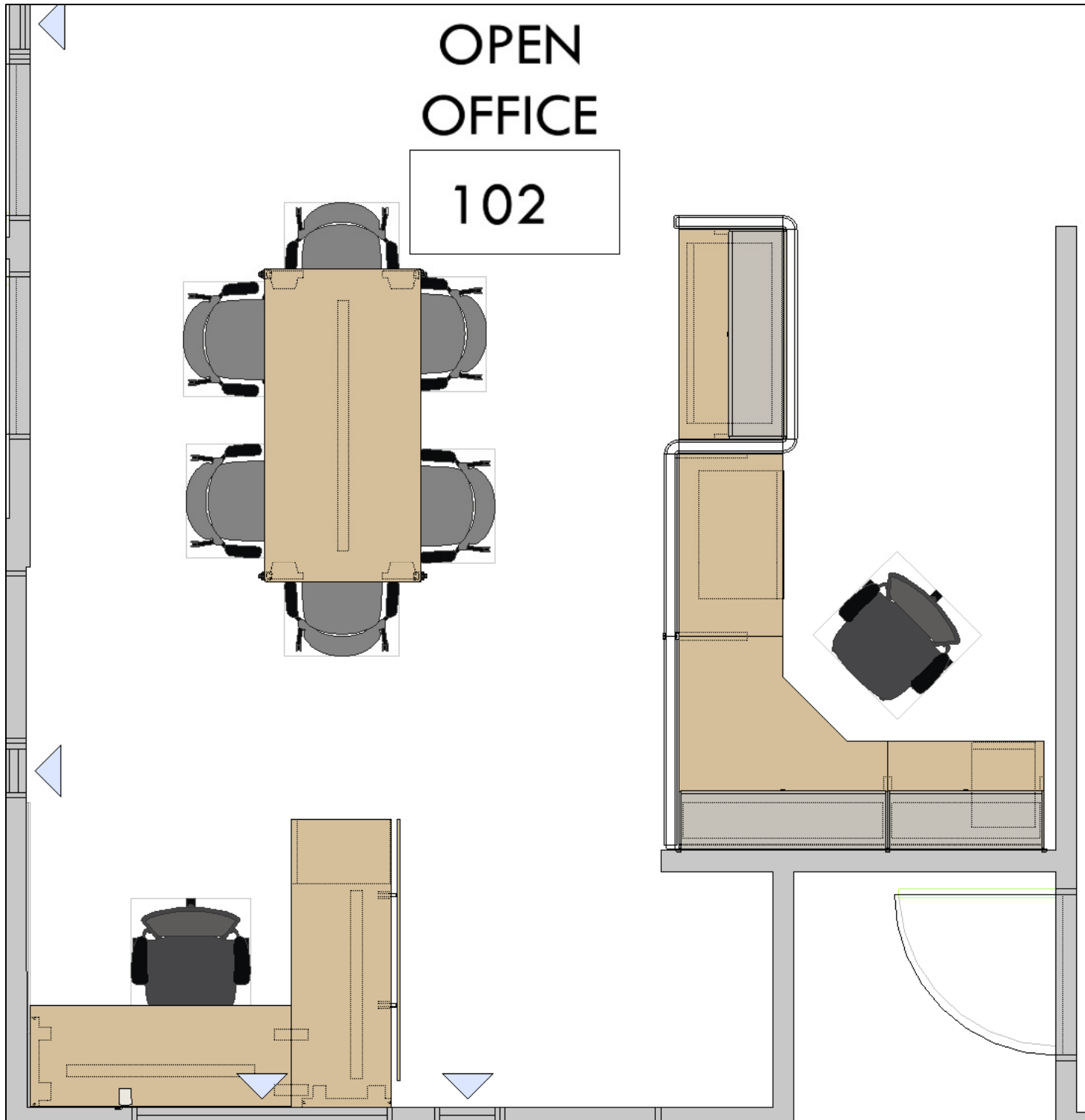
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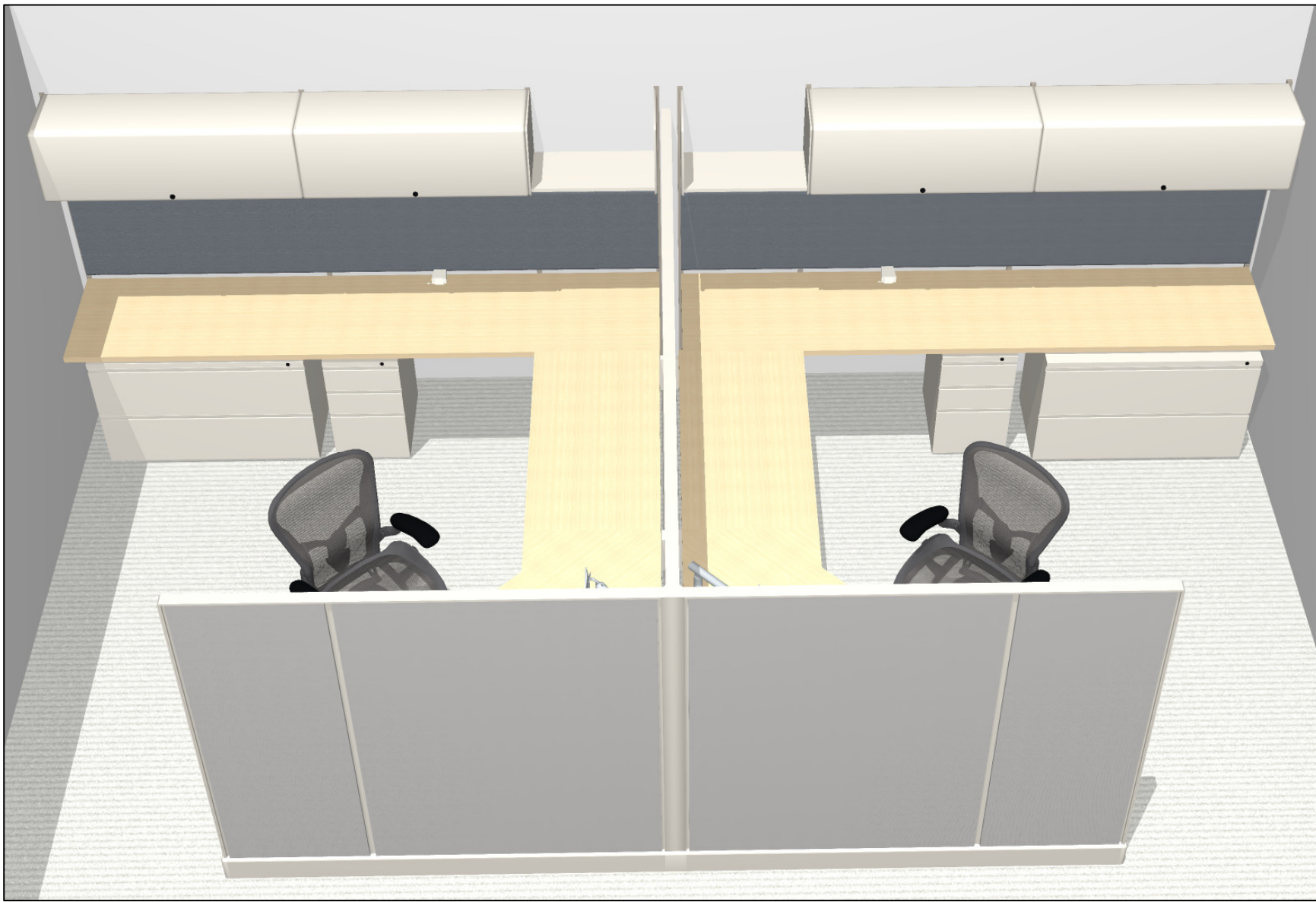
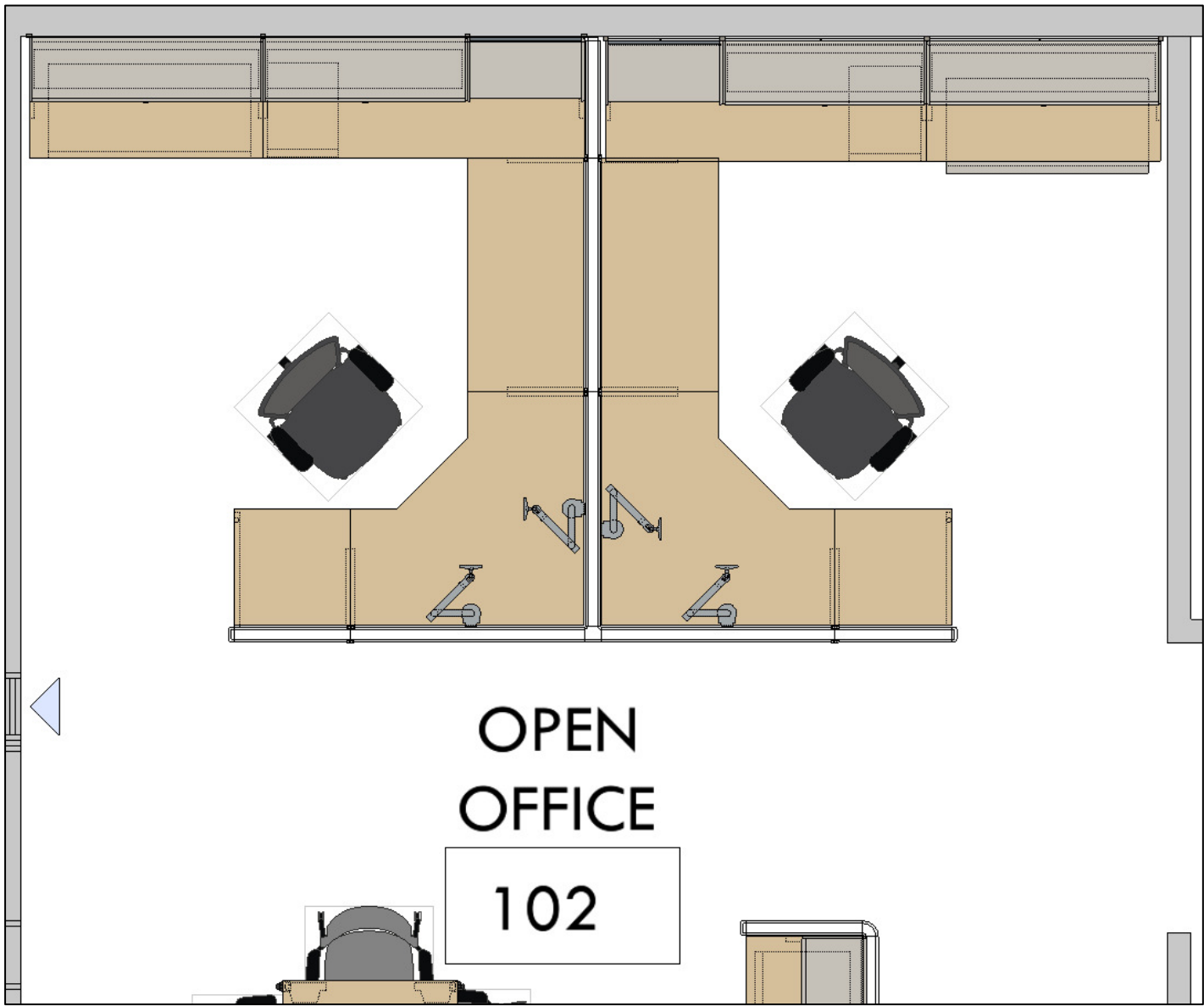
Breckenridge
 Architects
 Planners
 1735 e ft. lowell rd. #12
 Tucson arizona 85719
 520.882.9944

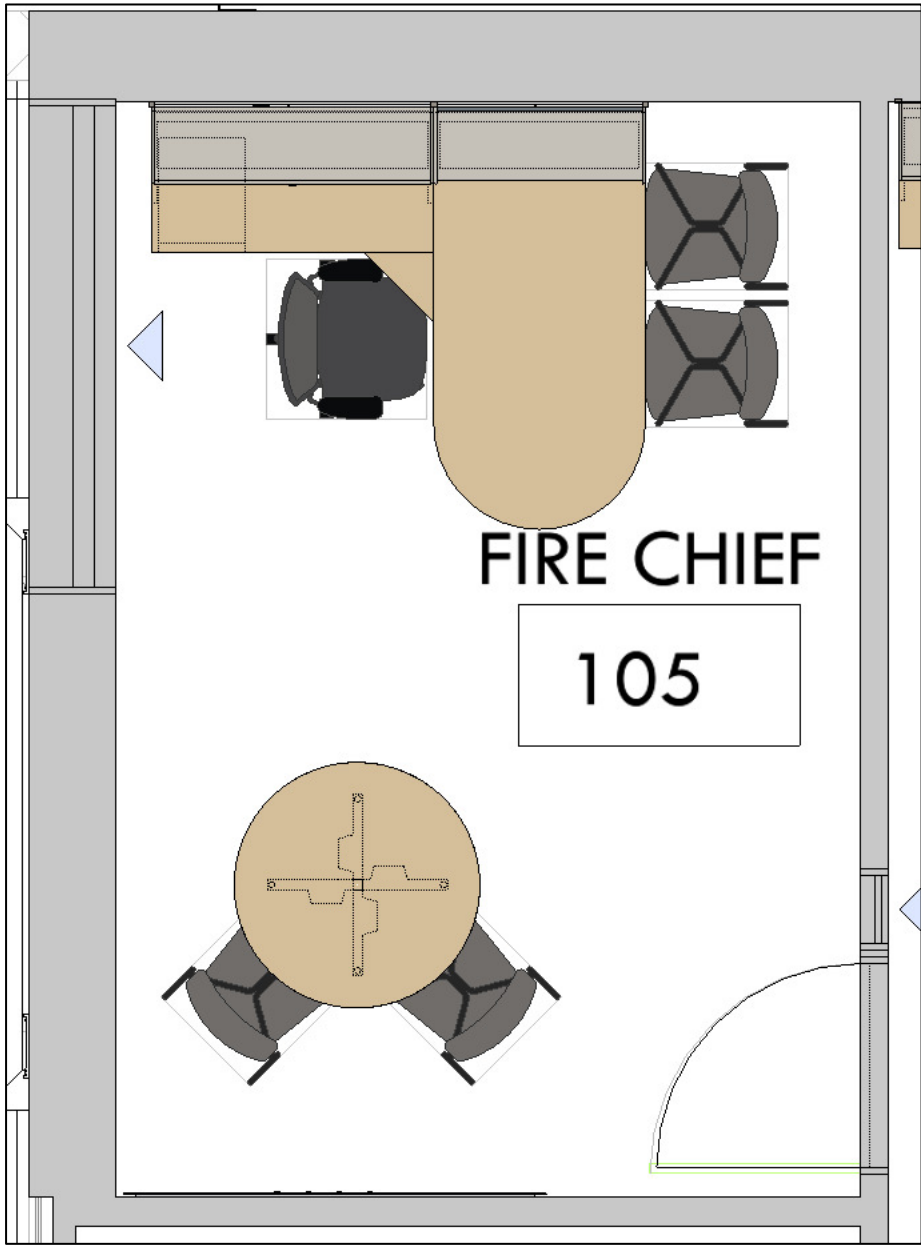




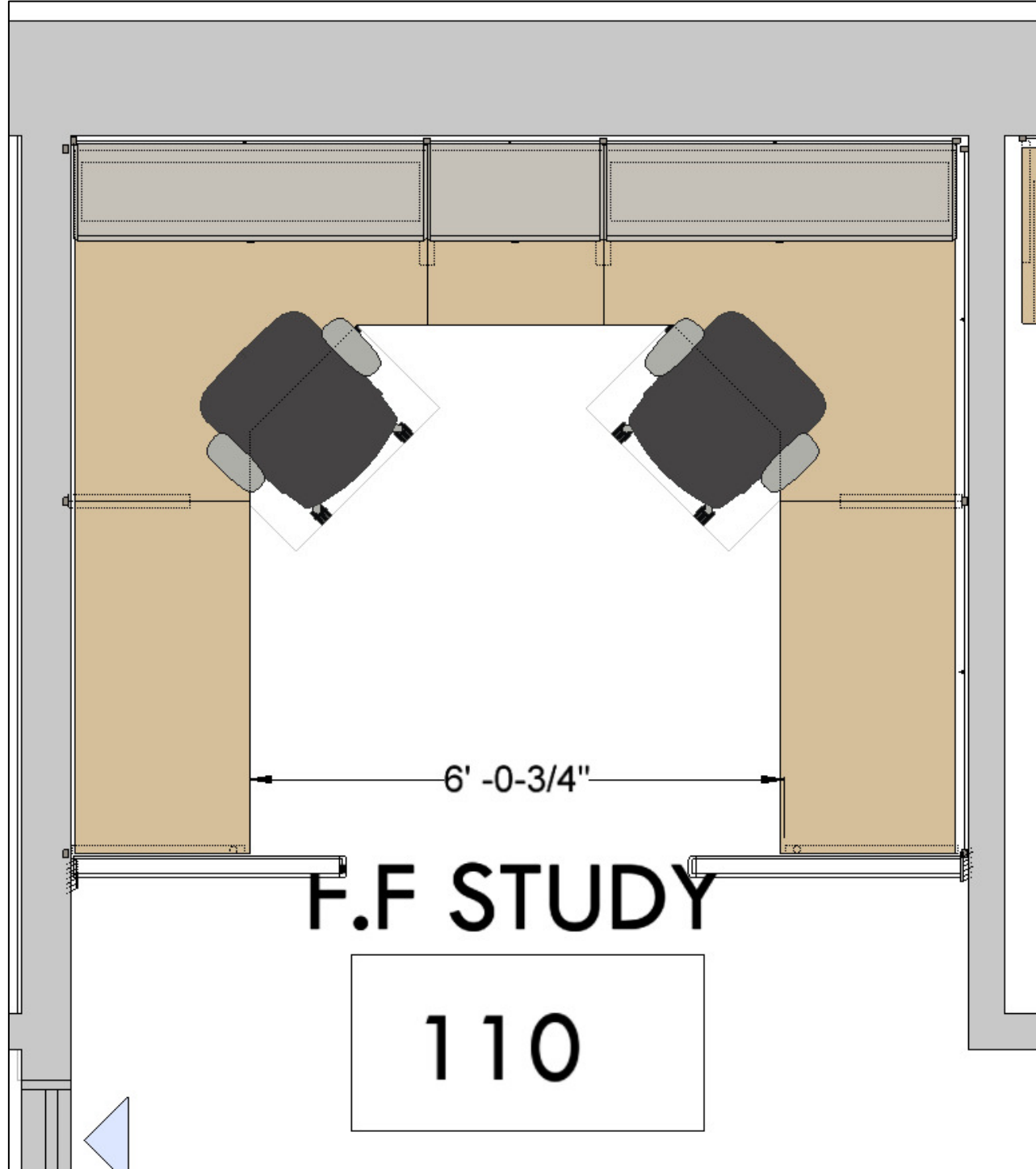


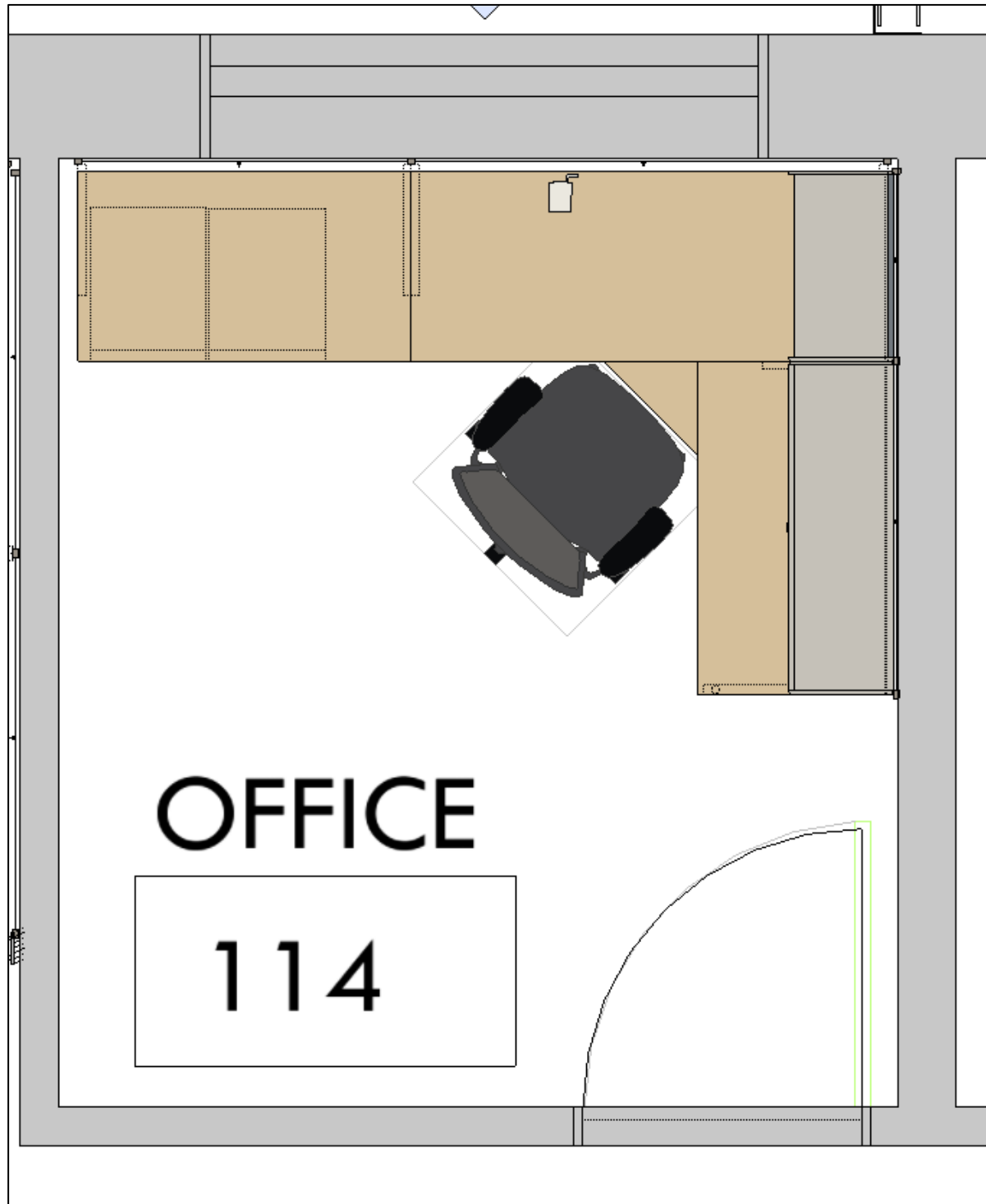






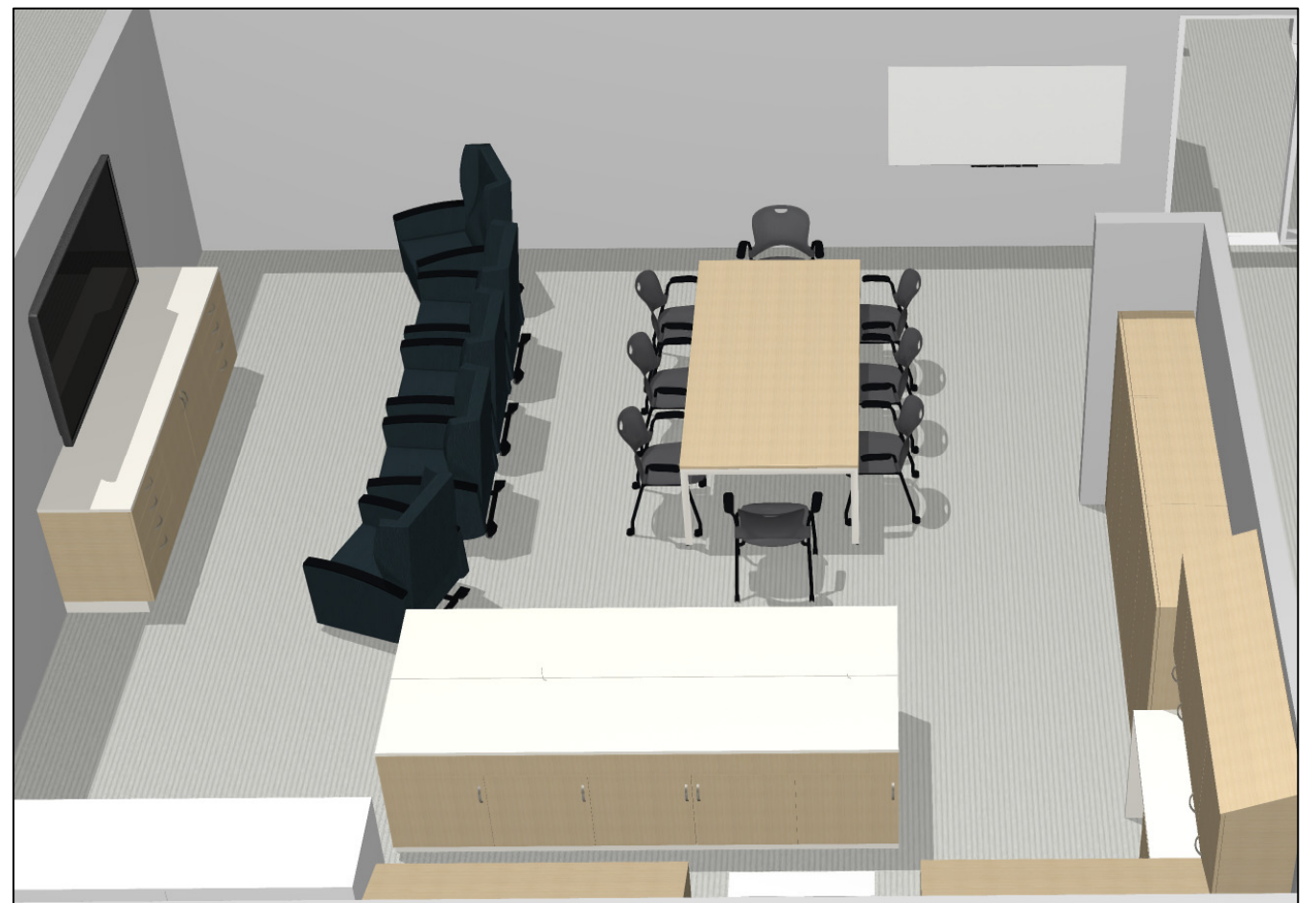
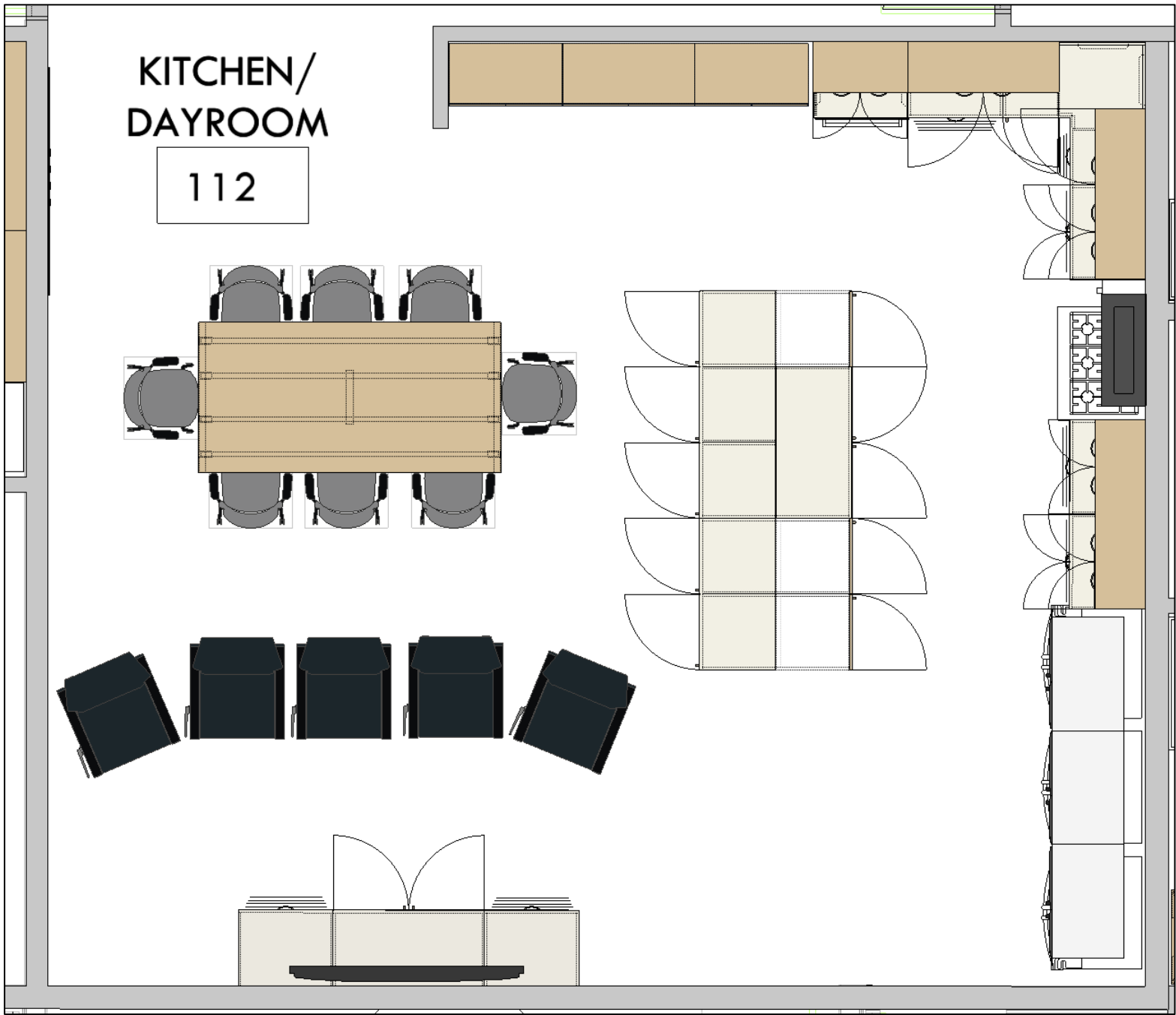


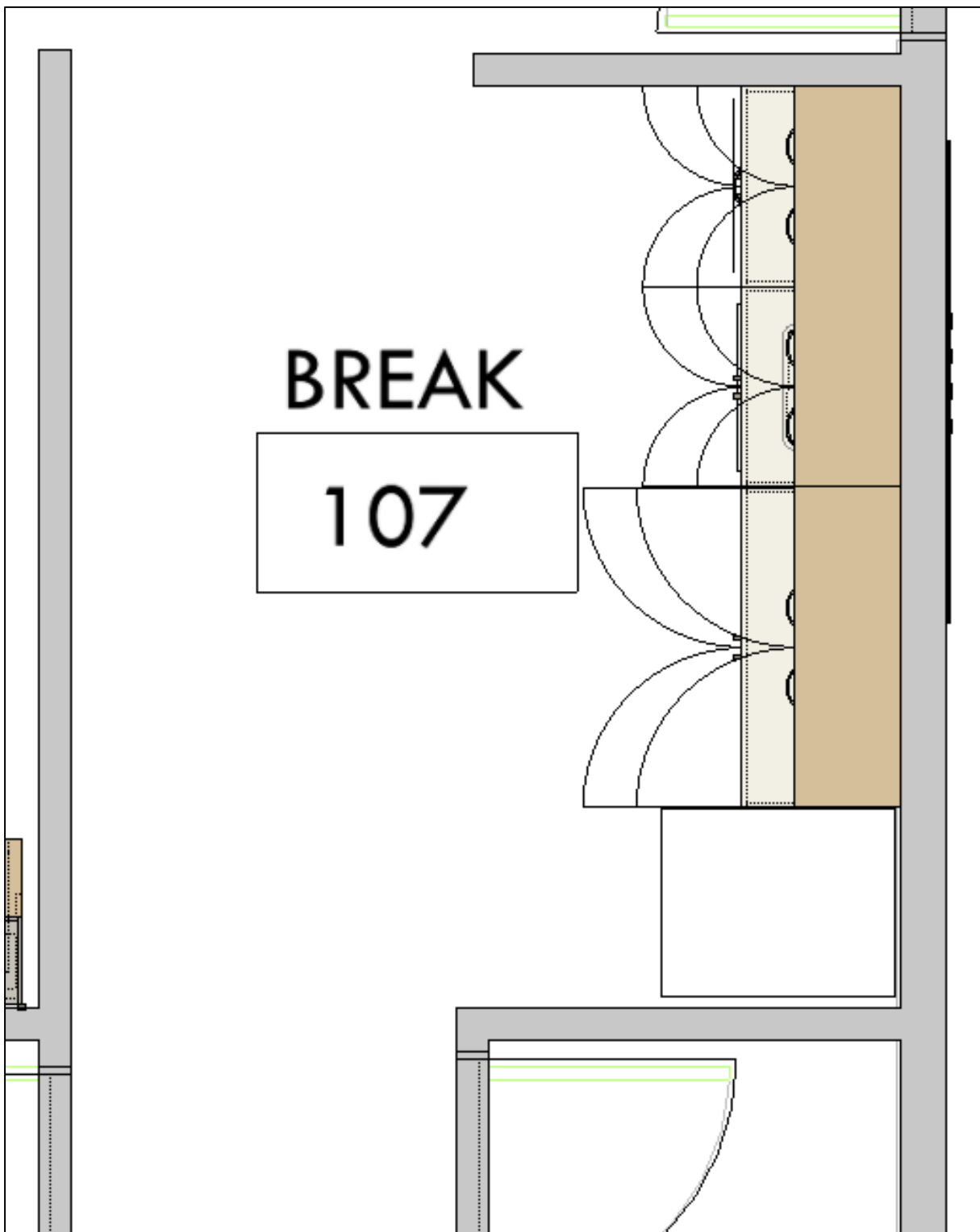


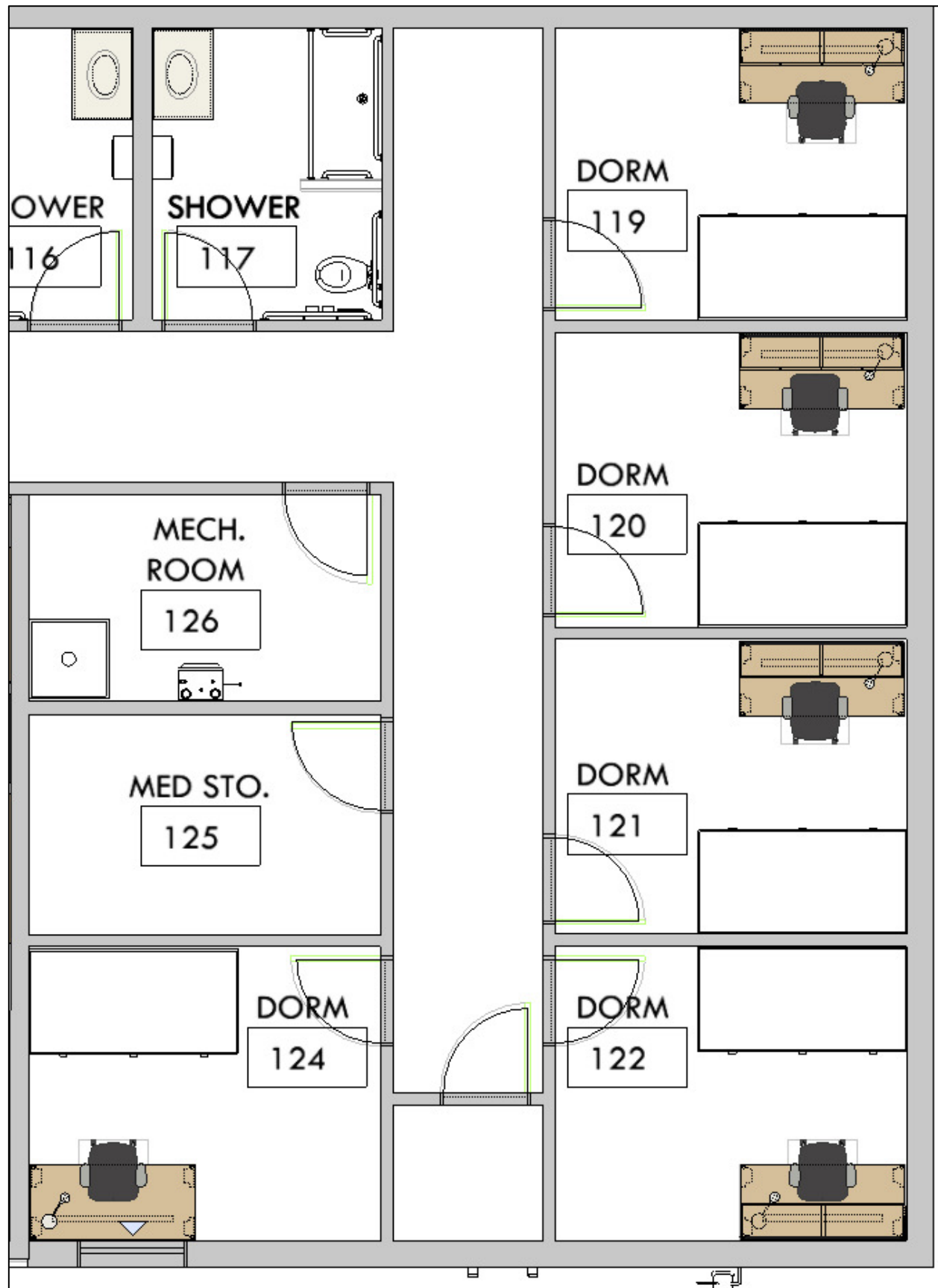


KITCHEN/
DAYROOM

112





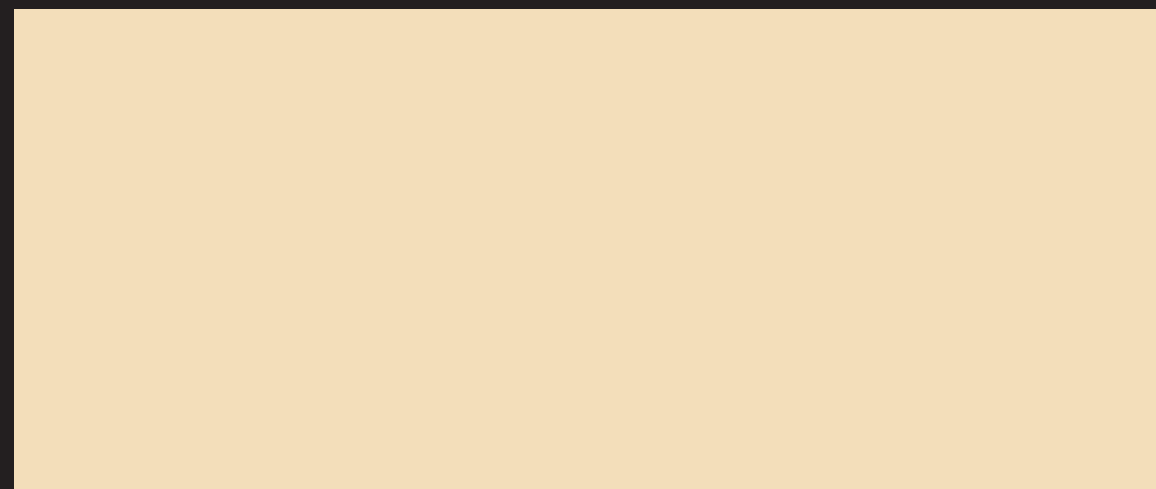




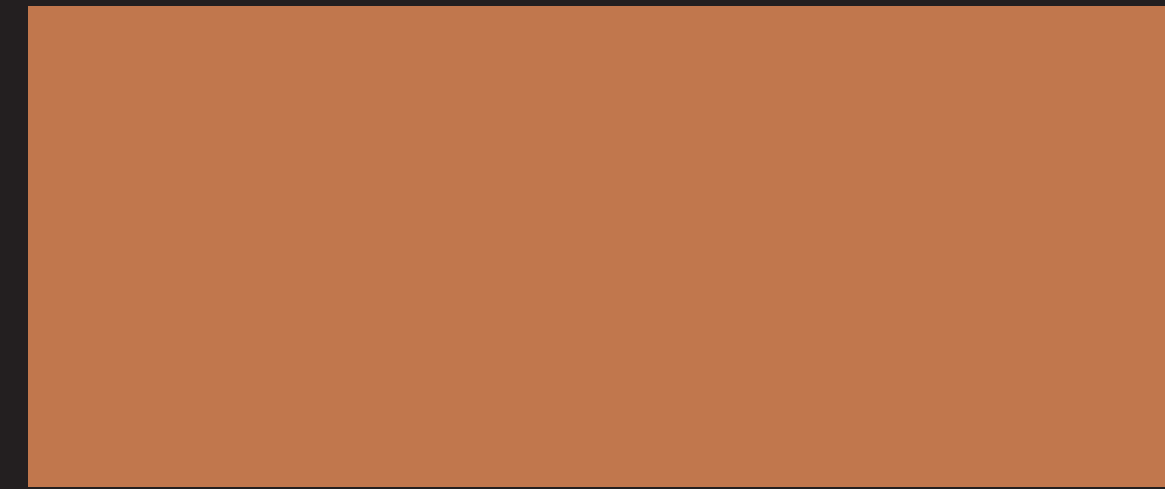
1 RUSTED STEEL
western states
metal



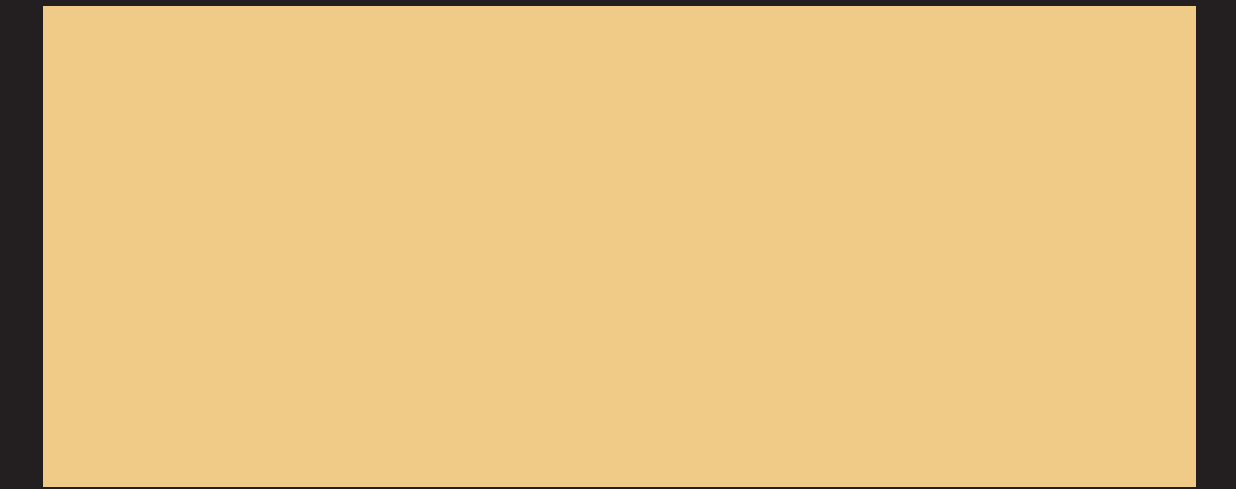
2 MESA TAN
STUCCO



3 CHAMPAGNE
STUCCO



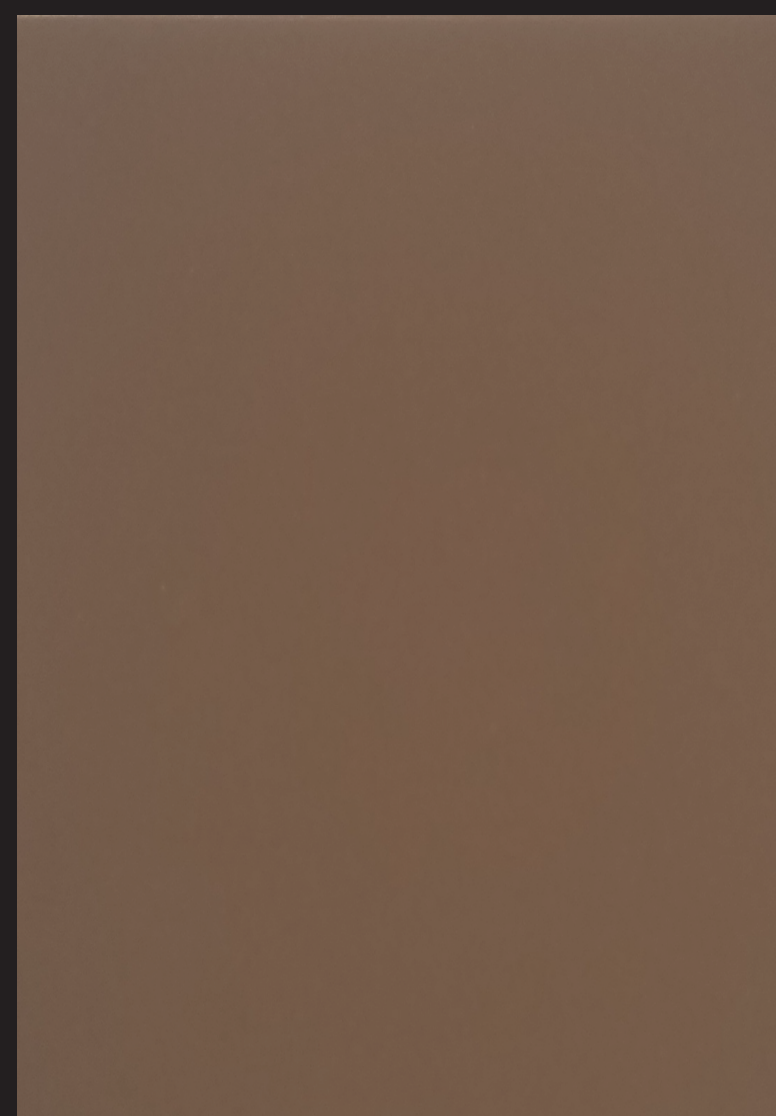
4 MONARCH MIGRATION
STUCCO



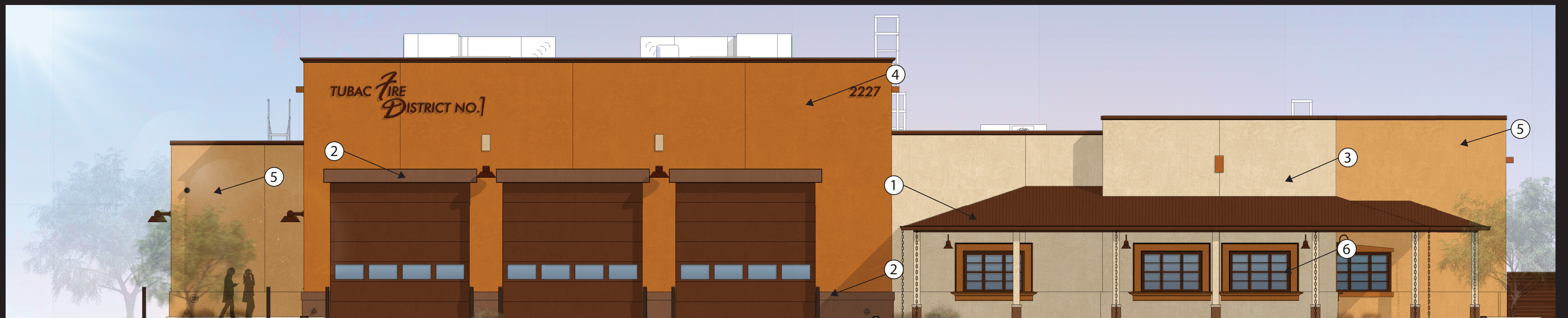
5 OCHRE REVIVAL
STUCCO



SOUTH ELEVATION



6 SOLARBRONZE
vitro glass
exterior reflectance - 37%



WEST ELEVATION

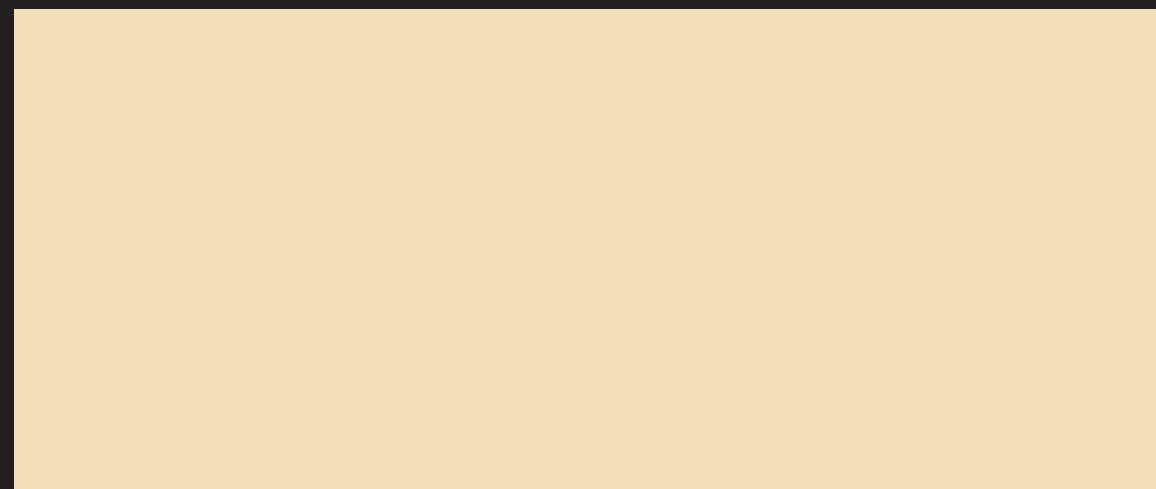
TUBAC FIRE STATION No. 1



1 RUSTED STEEL
western states
metal



2 MESA TAN
STUCCO



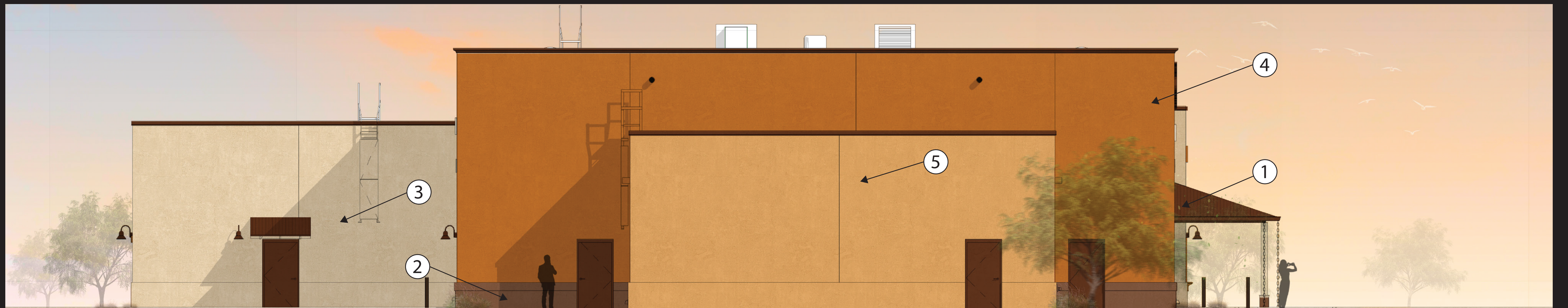
3 CHAMPAGNE
STUCCO



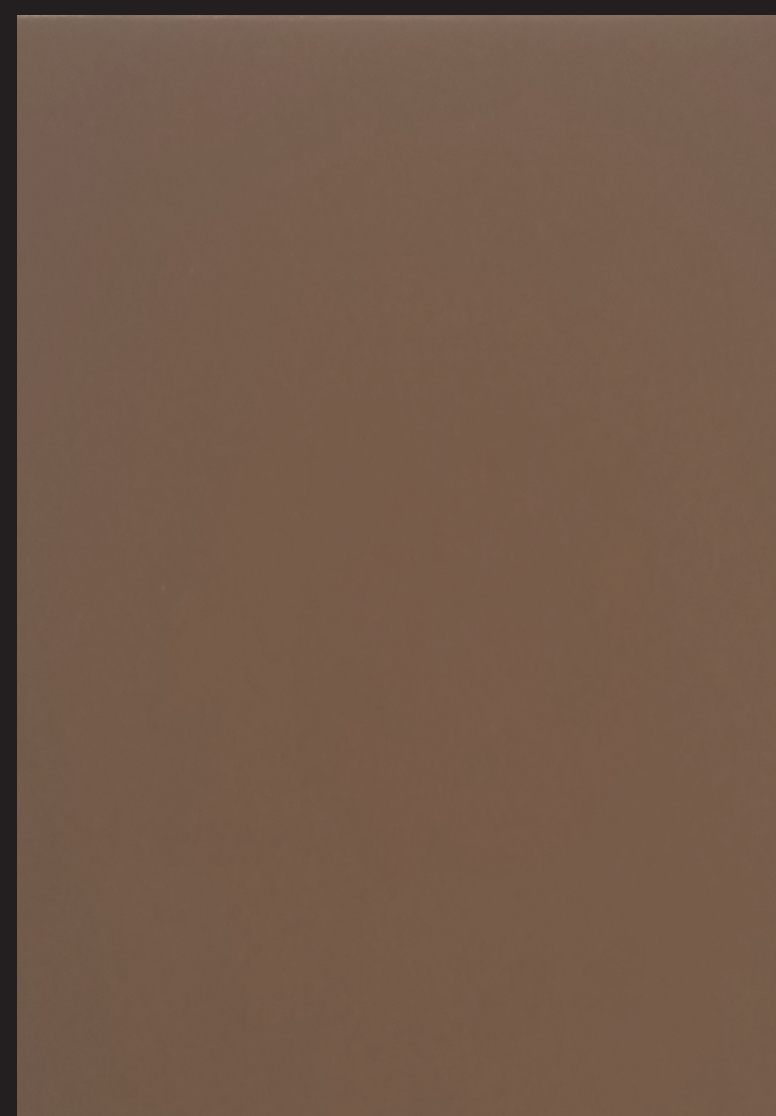
4 MONARCH MIGRATION
STUCCO



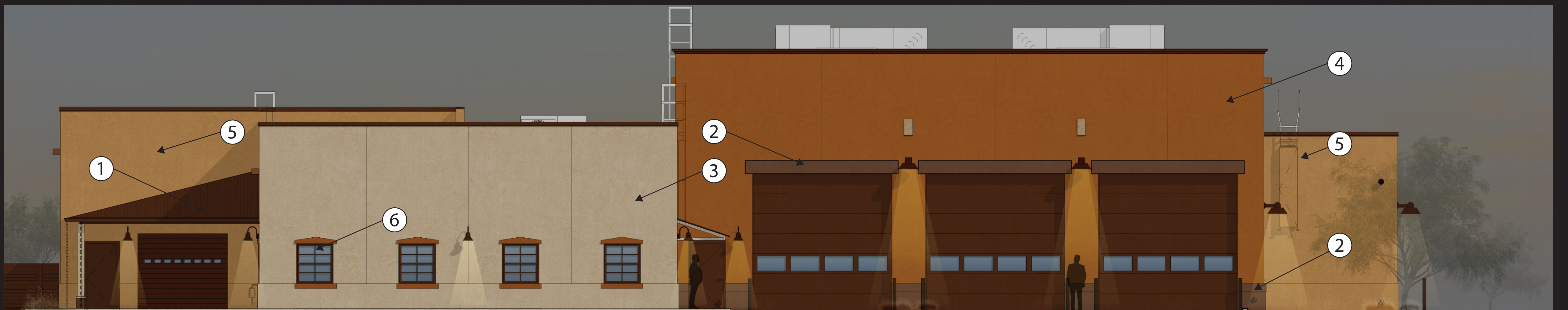
5 OCHRE REVIVAL
STUCCO



NORTH ELEVATION



6 SOLARBRONZE
vitro glass
exterior reflectance - 37%



WEST ELEVATION

TUBAC FIRE STATION No. 1

QUOTE: 195368 AZ

11/18/2024 12:47:22 PM eb



BUDGET BID

PPArea: AZ

5500 E LA PALMA AVE, ANAHEIM, CA 92807 (623) 434-0389 FAX (602) 438-9827

Customer: D. L. Norton

8175 E Evans Rd STE 14950

Scottsdale, AZ 85260

Job: Tubac Fire Station #1

Ord Supr: Merv Giles

Supr Phone:

Tract #:

Phase:

Job#: 325631

Supr Cell:

Quoted Lots:

Cross Street:

Job Address: 2227 I-19 Frontage Rd

Job City: Tubac

Job Phone:

Zip Code: 85646

Customer Job #:

Customer Job Name:

Contract #:

P O #:

Scope Of Work: Power Plus will provide a 200A 120/240V 1PH O/H SES to match utility source. Span power overhead, set 100A drop for site power and 50A drop for communication tower. There will be available power to set another drop and hook up a trailer at a later date. Quote is pending source verification from utility planner, if utility transformer is different than specified in the quote, additional cost and equipment will be needed. City permit is estimated and included in this quote. Power Plus will not be held liable for any delays caused by a 3rd party including city and utility provider. The lump sum amount includes delivery, pick up, install and first 6 months of rent. The rental amount will be billed monthly after 6 months.

Remarks:

Monthly* rental charges will be \$555.00 per month* after the first 6 months*. *Months will be calculated in 28-day periods.

Quantity	Equipment/Service
1	Meter - 1 Ph 200a 240v 4 Clip O/H Com
5	Pole - Black Diamond (25 feet)
6	Wire - O/H #2 (1 Span)
1	Distro Pnl - 1 Ph 100a 120/240v Mn Bkr 3 wr 1/0 #6 AL-TacOn
1	Disconnect - 1 / 3 Ph 100a 240v - Tac-On
1	Three Gang
1	Receptacle - 50 Amp Twist Lock
6	Ground Rod - 8 Foot
1	Single Line Diagram For Permitting
1	Permit - Arizona Permit
1	Overhead Utility Meter Hookup Fee
48	Labor Hour
1	Joint Meet
1	Delivery/Pick Up

Total: \$26,400.00

Quote Notes: Estimate is for budgetary purposes only.
Price is subject to change based on power source verification and trailer/s location.
Price is contingent upon site visit with general contractor.
Prevailing wage is not included in the total price.

Note: After the meter is set and inspected, please allow 7 to 10 working days for the utility company to energize your meter. Please figure on more days during and immediately after periods of RAIN, HIGH WINDS, and excessively HOT DAYS. *Power Plus! is not responsible for the accuracy of information provided by the utility company in relation to the source verification. **Permit application fees to be determined by respective City and Utility.

D. L. Norton will provide Power Plus! with exact equipment locations prior to installation. An additional service fee will be charged for any equipment relocation. D. L. Norton will be responsible for locating and marking all private underground utilities including landscape irrigation systems not identified by USA Dig Alert. D. L. Norton will be financially responsible for any damage and repair work for any underground private utility systems (including landscape irrigation systems) not marked prior to equipment installation. D. L. Norton will pay any additional cost for adverse digging conditions, special equipment required for safe installation, additional permits, permit deposits or any other unusual cost or fee required to perform installations services.

Prior to equipment delivery, a signature by an authorized representative of D. L. Norton is required on this Quote Form. Furthermore, if D. L. Norton requires a Purchase Order (P.O.), a P.O. # and document must be issued to Power Plus! before work is completed. Rental period is based on 4 week months. Invoices are due upon receipt.

QUOTE SUBJECT TO SOURCE VERIFICATION PER ELECTRICAL AND / OR TELEPHONE UTILITY COMPANY(S).

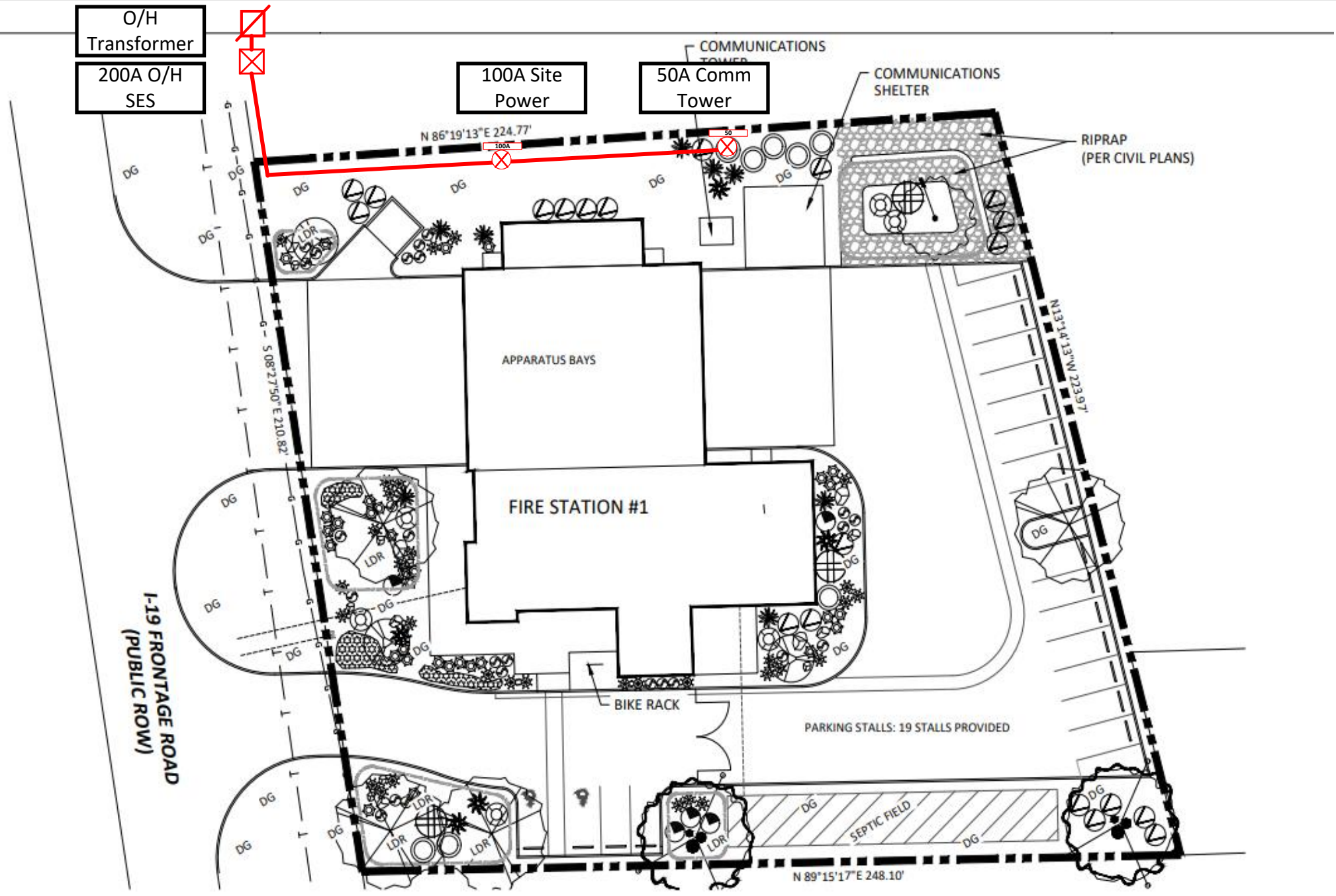
D. L. Norton Signature: _____ Date: _____

Print Name: _____

PowerPlus! Representative: _____ Date: 11/12/2024

WORTH LINEBERRY

QUOTE FOR CONTRACT



LEGEND

————— PROPERTY BOUNDARY