



**Northwest Fire District
Governing Board**
13535 North Marana Main Street
Marana, Arizona

SCHEDULED

MEMORANDUM NO. {{item.tracking_number}}

| | |
|------------------------------|---|
| Date: | February 25, 2025 |
| To: | Governing Board |
| From: | Kim Sotomayor, Director |
| Division: | Human Resource Services |
| Type of Action: | Formal Action/Motion |
| Strategic Plan Goals: | Strengthen recruitment, development, and retention of an engaged workforce reflective of the organization's community and core values |
| Agenda Item: | Approval of Changes to Policy 1058, On-Call Pay |

RECOMMENDATION:

Approve of changes to Policy 1058, as presented.

MOTION:

Move to approve changes to Policy 1058, as presented.

DISCUSSION:

The changes to Policy 1058 were approved at the Leadership Committee meeting on February 5, 2025. The changes to Policy 1058 are based on recent discussions with Division Managers and Division Chiefs who expressed challenges with the current policy and the scheduling of staff, specifically related to the use of Paid Time Off (PTO) and On-Call Pay in the same day.

The changes remove PTO from section 1058.2 (b) and add (c) and (d) based on feedback from Division Managers and Division Chiefs.

ALTERNATIVES:

None.

Fiscal Impact

FISCAL YEAR: 24/25

BUDGETED Y/N: N/A

AMOUNT REQUESTED: N/A

FISCAL IMPACT: N/A

| | Attachments |
|-------------|--------------------|
| Policy 1058 | |