

## A. Fire Chief's Board Report



## Northwest Fire District Governing Board

13535 North Marana Main Street  
Marana, Arizona

SCHEDULED

### FIRE CHIEF'S REPORT

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<b>Date:</b>	April 22, 2025
<b>To:</b>	Governing Board
<b>From:</b>	Brad Bradley, Fire Chief
<b>Department:</b>	Fire Chief
<b>Agenda Item</b>	Fire Chief's Board Report

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#### ACTIVITIES:

**Academy** - I attended Family Night and Academy Graduation along with members of staff. We are so proud of our Training staff and the recruits for the high retention rate (21 of the 22 original recruits graduated) and the high caliber of this cohort. I've attached the memo congratulating our recruits on their graduation that includes their pictures and a short bio for each.

That said, here is a link to a KGUN 9 story this week that featured one of these graduates, Probationary Firefighter Melissa Grider, during her first week on the job. This is a great story and I'm appreciative of her sharing, among other things, how highly she regards our organization, our members, and the culture we're working tirelessly to build here.

<https://www.kgun9.com/news/community-inspired-journalism/marana/firefighter-and-role-model-nwfd-firefighter-encourages-others-to-aim-high>

**Best of the Northwest** – I am especially pleased to share that the District was named the “Best First Responder Agency” for Best of the Northwest 2025, hosted by Tucson Local Media. This marks the 4th year in a row the District has earned this distinction. It is a true testament to the commitment of our members and the leadership of the Governing Board towards meeting our mission and professionally representing the organization at every level.

**Budget** – I've attended several meetings with staff regarding budget development. Thank you to the Board for your continuing support and participation in our annual Budget Study Session. In addition to providing transparency and education to the Board and to our community members, it is a valuable educational resource for our employees. Kim will present our balanced budget at the April Board meeting. There have been no significant changes from what she presented at the Budget Study Session.

**Dependent Audit** – As part of the District's ongoing efforts to control the cost of providing and maintaining a competitive medical plan for our employees, we need to make sure that only those dependents who are eligible are the ones being provided District sponsored coverage. It is standard practice to perform a dependent verification audit approximately every five (5) years. The last dependent verification audit performed by the District was in the Fall of 2019. To do this, the District has retained the services of an independent eligibility verification firm, Verifi1, to assist us with completing a dependent verification of our plan

participants. Employees were notified several times prior to the commencement of the audit. The intent in doing so was to provide our members the chance to make any necessary changes related to their listed dependents ahead of the audit with no adverse consequences.

**Divisional Meetings –** I continued my divisional meetings, meeting with Operations and Finance Services over the past few weeks. These meetings continue to be a valuable tool in soliciting feedback, understanding and brainstorming solutions for the challenges and obstacles our folks encounter, and reinforcing organizational messaging. We will be setting up some focus group discussions with field personnel in the coming weeks with the same intent in mind as the divisional meetings.

**Joint Command Staff Meeting –** Golder Ranch hosted our command staff for a joint command staff meeting. Over the past few years, we have tried to host these meetings a handful of times per year to nurture relationships, brainstorm, and collaborate on solutions that will benefit our collective communities. Several innovative ideas were discussed with considerable interest in perhaps doing joint training academies and synchronized hiring processes.

**Leadership Committee –** I attended the monthly meeting of the Leadership Committee. The agenda included approval of policies (which the Board subsequently approved at the March meeting) and edits to our Daily Staffing Procedure. The Team approved the Awards and Recognition Work Group's recommendation for the bestowal of a Community Lifesaving Award in recognition of three Pima County Sheriff's Department deputies for their brave service saving a community member from a car fire in January.

**MD Ally –** I attended the MD Ally press conference in early March. The community messaging strategy has proven successful with coverage by our local media partners and through our social media channels as well as those of our Auto Aid partners. We will continue to monitor the program to ensure our community members are well cared for.

**Pat Quinn Funeral –** Members of Command Staff and I attended the funeral of former Governing Board Member, Pat Quinn. The service was well attended and a testament to the lasting impact he had on our community.

**Personnel –** Captain Eddie Croy retired after over 31 years of service to the District. Joseph Marquez was promoted to the rank of Captain. Fire Inspector Apprentice, Alexander Mulvey, resigned from the District after only serving a few months to pursue an opportunity with his previous employer, Tucson Water. Memos for all are attached.

**PFFA –** I was invited to speak about the Securis Insurance Pool at the 3<sup>rd</sup> annual Workers' Compensation Class hosted by the Professional Fire Fighters of Arizona. Members of our HR staff attended the two-day conference in Pheonix.

**Pima County Fire Chiefs Association –** I attended the monthly meeting of the PCFCA.

**Station Inspections –** I attended station inspections at stations 332, 341, and 339.

**Struggle Well –** I attended the wrap up session for the latest cohort of the Struggle Well program. As a reminder, Struggle Well training is guided by two objectives: normalizing the struggles that are a part of every first responder's life and democratizing their ability to struggle well. Participants learn practical strategies to cope with adversity, maintain a positive outlook, and thrive in their personal and professional life. Topics covered in the class

include understanding and managing stress, building resilience and mental toughness, effective problem solving, enhancing emotional intelligence, and developing a growth mindset. NWFD is committed to making the program available to all members who wish to attend, including retirees. To that end, we are hosting a cohort bi-monthly. Golder Ranch is also hosting a cohort bi-monthly. My hope continues to be that our members will take advantage of this opportunity at every level of the organization.

**Town of Marana** – I attended my monthly meeting with Town of Marana Development Director, Jason Angell. I also attended the “2025 Land & Housing Forecast” presentation by Land Advisors Tucson that was hosted by the Town of Marana. Will White and John Carroll from Land Advisors provided information regarding the current and projected growth and associated challenges in Marana and the greater Tucson area. In a nutshell, there is no shortage of demand for housing and commercial/industrial occupancies throughout Pima County for the foreseeable future. What there is a shortage of is improved land that is readily available to build on. With the various governmental entities out there not partnering or investing in infrastructure as the need suggests they should (roads, water supply, utilities, etc.), this ends up becoming the sole responsibility of the builder/developer. As a result, the cost to build (regardless of demand) is simply too high for the average buyer, or first-time home buyer (where the demand exists) to afford. Affordable and available housing obviously poses a huge challenge for us relative to our newer members or those in lower-level positions. There does not seem to be much optimism in the construction industry that things will be changing much soon relative to the soaring costs for goods, services, and available land.

I was interviewed by Town of Marana staff for a tribute video for Mayor Ed Honea. It will be shown at the upcoming Marana State of the Town event. I also attended a meet & greet and Q&A session with Marana Mayor Jon Post, Vice Mayor Zeigler, and Town Manager Rozema hosted by residents of the Dove Mountain Del Webb community. This session was well attended and one of the attendees provided the District with his sincere thanks to our professional and kind crews. It seems he VERY recently suffered a heart attack and station 337 responded and transported him to the hospital. He could not be more thankful or more impressed with the service he was provided.

#### **GOALS:**

To save lives, protect property, and care for our community.

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#### **Attachments**

Memo 25-057  
Memo 25-043  
Memo 25-054  
Memo 25-058



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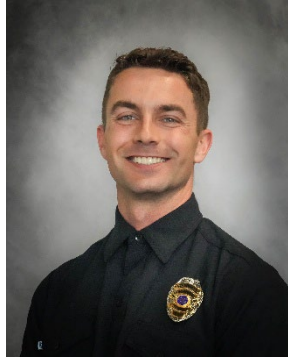
*FROM THE DESK OF*  
**FIRE CHIEF BRAD BRADLEY**

**MEMORANDUM NUMBER 25-057**

DATE: March 21, 2025  
TO: All NWFD Team Members  
FROM: Fire Chief Brad Bradley  
SUBJECT: Congratulations to the 2024-01 Firefighter Recruit Academy

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Please join me in congratulating these twenty-one (21) Firefighters on their graduation from the 2024-01 Northwest Fire District Firefighter Recruit Academy and wishing them all great success in their new roles!



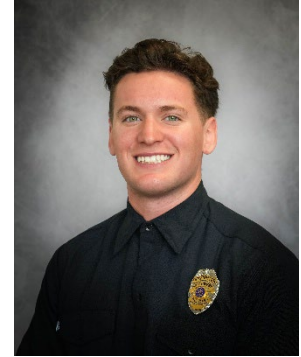
**Michael Archie**  
Station 36C

Michael is a Tucson native and former Cienega football player. He has a bachelor's degree in Exercise Science from NAU and served for six years in the U.S. Navy. His wife Kristin encouraged him to pursue his dream of becoming a firefighter. They are the parents of one son.



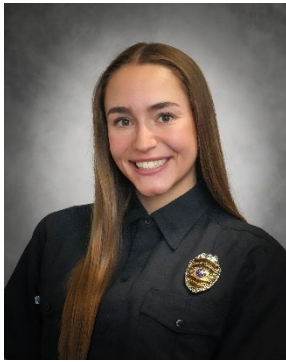
**Bodhi Bernal**  
Station 30A

Bodhi graduated from Catalina Foothills High School. He worked as a farrier for four years prior to joining the academy and loved every minute of it. For those who don't know, a farrier shapes, fits, and trims horseshoes. He is excited about achieving his goal of becoming a firefighter.



**Joseph (JD) Dyer**  
Station 30C

JD grew up in Colorado and moved to AZ to be near his brothers. He enjoys spending time at the lake with his family, especially his nephew Malachai. He also enjoys baseball, bowling, and going to the gym. Prior to joining the academy, he served for four years in the U.S. Marine Corps.



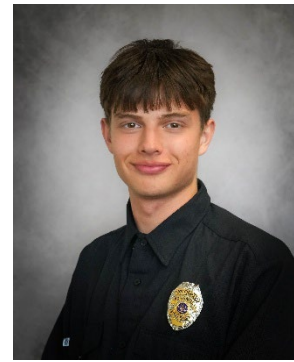
**Melissa Grider**  
Station 34A

Melissa is from Vancouver, WA. She graduated from the U of A where she studied biology and Spanish. Her hobbies include fitness, outdoor sports, and spending time with family. She was raised to work hard and hopes to bring that mentality to NWFD.



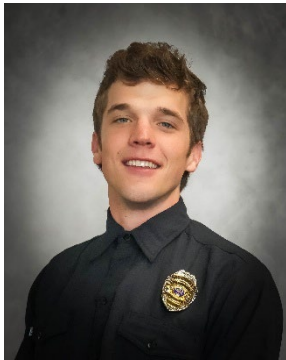
**Mason Jennings**  
Station 31B

Mason was born in Bellevue, WA. He ran cross country at Sabino High School. Prior to joining the academy, he started a successful landscaping company. He has also worked as a trailer maintenance technician. He loves math, reading, sports cars, and Call of Duty.



**Jatty Kisner**  
Station 38A

Jatty loves learning and has worked many side jobs including yard work, gardening, pool maintenance, and construction. These jobs gave him diverse skills and taught him to be a problem-solver. He is friendly and outgoing and enjoys soccer, boxing, and outdoor activities.



**Trent Lafferty**  
Station 31C

Trent was born and raised in Marana. He is a Master HVAC technician. He has also worked as an electrician assistant. Trent has attended college working toward a degree in business management. He loves snowboarding.



**Angel Ledezma**  
Station 34C

Angel is the oldest of five siblings. He played college football in Minnesota and loves strength training. He and his wife just bought their first home and are expecting their first child. He loves walks on the beach, singing, and petting dogs.



**James Llanes**  
Station 33B

James grew up in Tucson as the fourth of five boys. He attended Sunnyside High School where he played multiple sports, excelled in music, and played multiple instruments. Prior to joining the academy, he worked in the security industry. He is skilled in martial arts and defensive training.





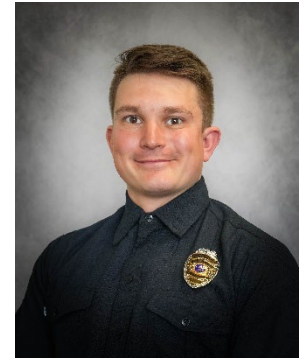
**Joseph Martinez**  
Station 31A

Joseph is from NM where he played football in high school and at Eastern New Mexico University. Prior to joining the academy, he worked as a welder/fabricator repair tech. His hobbies include snowboarding, fishing, kayaking, and hiking.



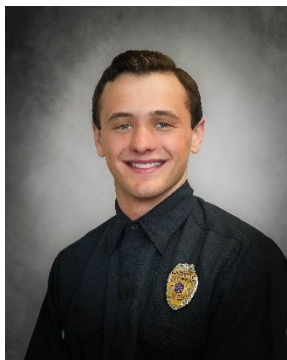
**Angel Melendrez**  
Station 37C

Angel was born in CA but grew up mostly in AZ. He served in the U.S. Army for four years. He is family-oriented and worked as a painter in a family business. He most recently worked as a Firefighter/EMT with Picture Rocks Fire. He enjoys watching sports, fishing, running, and bike riding.



**Riley Midock**  
Station 34B

Riley was raised in Ohio but moved to Tucson to be closer to family. He has worked as an EMT with AMR for nine years. He is a Cleveland sports fan and an outdoors enthusiast and loves camping, fishing, and hunting. He is a dog lover and lives with his dog Zona.



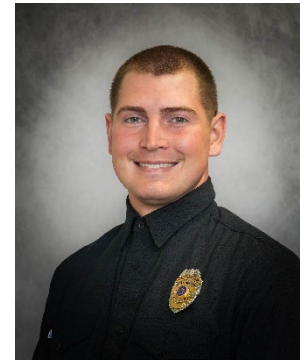
**David Parrin**  
Station 30B

David was born and raised in northwest Tucson where he played football and track and field in high school. He loves running, working out at the gym, spending time with family, and watching football. He earned his EMT in 2023 and loves the EMS portion of healthcare.



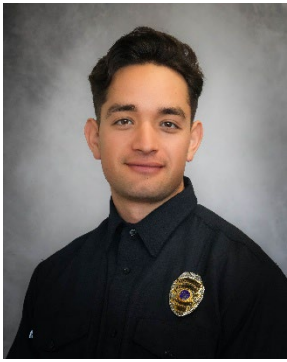
**Lane Phillips**  
Station 36A

Lane is from Globe, AZ. He is married and has a dog named Jasmine. Prior to joining the academy, he served for five years in the U.S. Marine Corps. He loves the Cardinals, Mexican food, golf, and a good homemade salsa. He also loves hunting, fishing, and playing sports.



**Christian Remington**  
Station 38B

Christian was born and raised in Tucson. Prior to joining the academy, he worked as a Firefighter/EMT with Avra Valley Fire. He is a Green Bay Packers fan and enjoys basketball, video games, and movies. He likes visiting new places, trying new restaurants, and learning and using new skills.



**Ruben Saavedra**  
Station 37B

Ruben has been in the fire service for four years as a Firefighter/Paramedic with Rio Rico Fire. Prior to that, he worked as an EMT with AMR and Pima County. He enjoys working out, working on his car, and playing music. He is always looking for ways to improve his skills or learn something new.



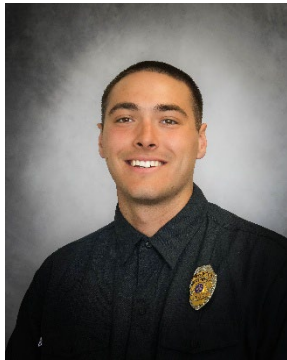
**Austin Shape**  
Station 33C

Austin is from Colorado. After high school, he joined the U.S. Marine Corps where he served for four years. He then re-enlisted in the U.S. Army where he served for three years. Austin loves sports, riding his motorcycle, and snowboarding. His favorite teams are the Broncos and the Yankees.



**Dylon Vaughn**  
Station 38C

Dylon grew up in Tucson. He is married and has a son and two dogs. Prior to joining the academy, Dylan was a Firefighter for Drexel Heights Fire. He has also worked as a welder/fabricator. He enjoys riding BMX, working out, spending time with family, and building things.



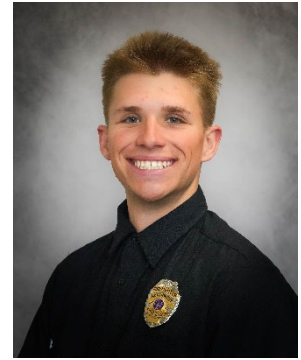
**Levi White**  
Station 36B

Levi was born and raised in Tucson and grew up playing baseball and football. He played baseball at Ironwood Ridge High School and Pima and GateWay Community Colleges. In college, he worked toward a degree in business administration.



**Brayden Willour**  
Station 33A

Brayden was raised by hard-working parents who taught him to work and appreciate the value of family. He has worked as a bow tech at two local archery shops. His hobbies include hunting, fly fishing, archery, running, and working on his truck.



**Christopher Wright**  
Station 37A

Christopher attended Mountain View High School and Pima Community College. Prior to joining the academy, he worked as an EMT for AMR and as a Firefighter/EMT with Avra Valley Fire. His hobbies include camping and hunting.





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*FROM THE DESK OF*  
**FIRE CHIEF BRAD BRADLEY**

**MEMORANDUM NUMBER 25-043**

DATE: March 6, 2025  
TO: All NWFD Team Members  
FROM: Fire Chief Brad Bradley  
SUBJECT: Retirement of Eddie Croy (Badge # 59)

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Captain Eddie Croy is retiring from the Northwest Fire District on Sunday, March 23, 2025. This date will mark the conclusion of over thirty-one (31) years of dedicated service to NWFD.

Eddie joined the District on January 15, 1994, as a part-time Reserve Firefighter and became a full-time Firefighter in April 1996. He was promoted to the rank of Engineer in January 2000. In December 2003, Eddie was promoted to the rank of Captain, a position he has held for the last twenty-one (21) years.

Eddie has received numerous awards during his tenure with the District, including Firefighter of the Year in 2000, four (4) Code Save Ribbons, a Congressional Commendation for Wildfire Service, and a Distinguished Service Medal. In 2024, he was honored with a Firefighter Commendation Ribbon for going above and beyond to assist a community member, and a Longevity Service Ribbon for his thirty (30) years of dedicated fire service.

Eddie has also received commendations for his leadership, service to the community, efforts as a Wildland Firefighter, and dedication to the training and professional development of others within the organization. His contributions have been invaluable to the success of Northwest Fire District and the fulfillment of the District's mission.

Please join me in thanking Eddie for his professional and selfless service to the District, its members, and the community we serve.

We wish him the very best!



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*FROM THE DESK OF*  
**FIRE CHIEF BRAD BRADLEY**

**MEMORANDUM NUMBER 25-054**

DATE: March 13, 2025  
TO: All NWFD Team Members  
FROM: Fire Chief Brad Bradley  
SUBJECT: Congratulations Joseph Marquez

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Congratulations to Joseph Marquez on his promotion to the rank of Captain, effective March 24, 2025.



Joseph Marquez

I appreciate you joining me in wishing Captain Marquez great success in his new role!



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*FROM THE DESK OF*  
**FIRE CHIEF BRAD BRADLEY**

**MEMORANDUM NUMBER 25-058**

DATE: March 24, 2025  
TO: All NWFD Team Members  
FROM: Fire Chief Brad Bradley  
SUBJECT: Resignation of Alexander Mulvey, Fire Inspector Apprentice

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Fire Inspector Apprentice Alexander Mulvey resigned from the District, effective March 20, 2025. He is leaving the District to pursue a position at Tucson Water.

The District appreciates Alexander's service to our community and members. We wish him all the best in his future endeavors.