

A. Fire Chief's Board Report



Northwest Fire District Governing Board

13535 North Marana Main Street
Marana, Arizona

SCHEDULED

FIRE CHIEF'S REPORT

Date: February 27, 2024
To: Governing Board
From: Brad Bradley, Fire Chief
Department: Fire Chief
Agenda Item Fire Chief's Board Report

ACTIVITIES:

Assessed Values – We received our assessed values information from Pima County earlier than anticipated. For upcoming fiscal year (FY) 2024-2025, Net Taxable Value increased 7.79% (from \$1,529,397,141 for the current fiscal year to \$1,648,537,835). Based on the current operating rate of \$2.911, that equates to an anticipated revenue increase for FY24/25 of \$3,468,186. After adjusting down for our 98% anticipated collection rate and setting aside 20% for contingency, we are left with \$2.7 million to meet a myriad of needs.

Budget – Staff is in full swing developing budget proposals for FY24/25. There are a handful of meetings scheduled over the coming weeks for Executive Staff to review the Capital Improvement Program (CIP) and budget submissions. As a reminder, the annual Governing Board ***Budget Study Session is scheduled for Wednesday, March 13 at 10:00 a.m.***

ISO – Staff, led by Chief Hamblen and Chief Wyckoff, will be completing the pre-site visit survey over the next couple of weeks in preparation for our site visit which is scheduled for early March. Obviously, our goal is to maintain our current Insurance Services Office (ISO) class 1 rating. Provided no changes have been made to the scoring and weighting rubrics by ISO, we should be just fine.

Medical Benefits Costs – We received the accounting for the 2023 medical plan year. Overall costs associated with medical claims, prescriptions, premiums, and District Health Savings Account (HSA) contributions increased by over 45%. This was primarily driven by large claims (over \$50K), which made up 39% of claims costs. An overview of our plan performance and various factors is bullet pointed below, and attached is a PPT review that was presented at the February Labor-Management Committee meeting:

- 2023 Actual Claims vs. Expected Claims = 117%
- 2023 Actual Claims vs. Maximum Claims Liability* = 86%

*Maximum claims liability is a reasonable estimator of what we would be charged if we had a fully insured, rather than self-insured plan. So, although our costs increased significantly, were we fully insured these costs would have been even higher.

- 2023 Per Employee Per Month Cost = \$1,057.94
- Medical Per Employee Per Month Costs increased by 47.8%
- RX Per Employee Per Month Costs increased by 59.6%
- Administrative Per Employee Per Month Costs increased by 11.3%

- Enrollment increased in 2023 by 5.4%

That said, we're going to need to increase our medical self-insurance fund this coming FY to account for the increased claim costs. This increase will likely total between \$500K-\$750K just to keep the fund balanced as required.

NWFD Retiree Liaison & Alumni Association – Retiree Jayme Kahle has agreed to volunteer as a liaison for retirees and former long-term employees of the District who wish to stay in touch with each other and stay engaged with the District. Initial ideas include the formation of an alumni association, a quarterly newsletter, and soliciting feedback from folks to see how and to what degree they would like to remain engaged with the District. The intent of this effort is to further our mission by caring for our community of retirees and former long-term employees. Jayme has scheduled a retiree/alumni breakfast at Station 339 on March 23rd. Local 3572 has graciously offered to cook and cover a portion of the costs.

Personnel – Peter Bath, Antero Gonzalez, Brandon Marchello, Rebecca Rodriguez, and Jake Wright promoted to the rank of Paramedic effective January 29th. Engineer Raymond Marquez retired to pursue a career with U.S. Customs and Border Protection. Steven Upton was promoted effective January 29th to fill the vacancy created by Marquez' retirement. Paramedic Mo Gran and Engineer Jason Lafferty are retiring as of February 26th. Bradner Lawrence was promoted to Engineer to fill the vacancy left by Lafferty. Memos for all are attached.

Piechura Tribute Dedication – I attended the dedication with members of staff and the Board. I cannot say enough about how well our folks did setting this event up and coordinating all the needs associated. From our Community Relations and Public Education folks to our Admin Services folks, and our Training staff – this really was a team effort. Assistant Chief Draper did an amazing job coordinating the construction process and representing the District on the Tribute Community. And a tip of the hat goes to Bruce Kaplan for his representation of the Governing Board on the Tribute Committee as well. There were approximately 200 attendees. I received lots of positive feedback about the event from folks who attended as well as those who streamed it online or saw it on the news.

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

Station 341 Lot Sale – The sale of the vacant land associated with Station 341 went off without a hitch and the money was wired to our account on January 18th. Per policy, those funds were directed to the Capital Improvement Program fund balance.

Station Inspection – I attended the annual station inspection at 330. These scheduled inspections continue to provide not only an opportunity to review and address individual station facility issues, but also to sit down with the crews and engage in dialogue regarding a variety of topics.

Strategic Planning – Our current plan is wrapping up and we began development of the 2024-2028 Strategic Plan. Our first session was an internal stakeholder meeting where representatives from all areas of the organization spent the day together developing an organizational SWOC (strengths, weaknesses, opportunities, and challenges) analysis. In March, we will hold an external stakeholder meeting to solicit feedback from our community members and partners. In April, staff will come together again to draft goals and objectives.

A Governing Board Study Session is scheduled for May 16 to share our findings and solicit feedback and guidance from the Board. We look forward to seeing you there.

Town of Marana – I attended my monthly meeting with Town of Marana Development Director, Jason Angell. I also attended the promotion ceremony for new Town of Marana Police Chief, Jeff Pridgett. Lastly, I'm scheduled for a lunch meeting in a few weeks with Mayor Honea who has also asked that I join him on his monthly podcast to talk about all the great things going on at NWFD.

Organizational Leadership Guide – The District's newly revised Organizational Leadership Guide was published and distributed to members. This guide has been expanded from being operationally based, to organizationally based to benefit all the leaders within the organization, not just those wearing badges. This guide has proven to be an effective leadership development tool for positions of all ranks.

GOALS:

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

Attachments

2023 Medical Plan Cost Review

MEMO 24-010

MEMO 24-014

MEMO 24-015

MEMO 24-023

MEMO 24-022

MEMO 24-028

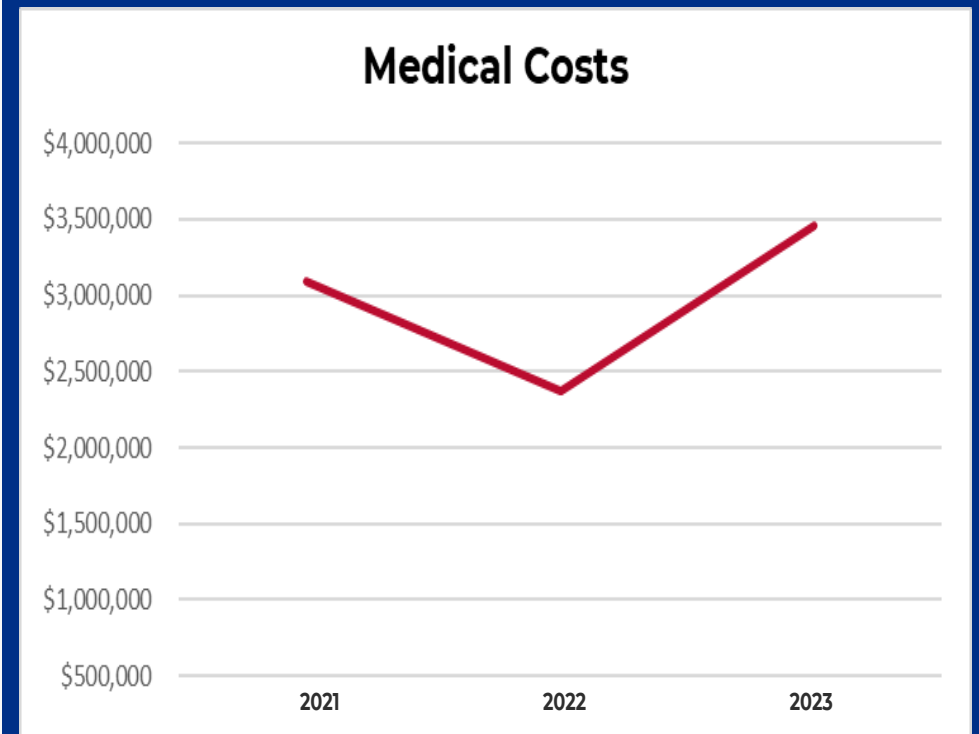


2023

MEDICAL PLAN COST REVIEW

YEAR OVER YEAR COST

	2021 CIGNA	2022 UHC	2023 UHC
Admin Fees + Reinsurance Premiums	\$533,172	\$385,857	\$393,243
Medical Claims	\$1,830,856	\$1,565,562	\$2,184,132
RX Claims	\$536,407	\$422,639	\$711,217
Stop Loss Recovery	\$0	\$0	\$(78,658)
District HSA Contributions	\$196,000	\$218,600	\$250,010
Total	\$3,096,435	\$2,374,058	\$3,459,944
% Increase/Decrease Year Over Year		-23.33%	45.74%

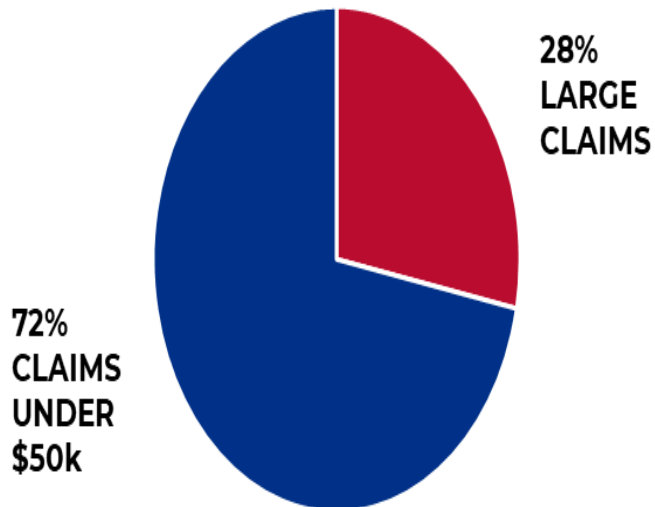


LARGE CLAIMS

2022

Large Claims (Over \$50K) Quantity	6
Large Claims (Over \$50K) Claims Paid	\$559,231
Stop Loss Recovery	\$0

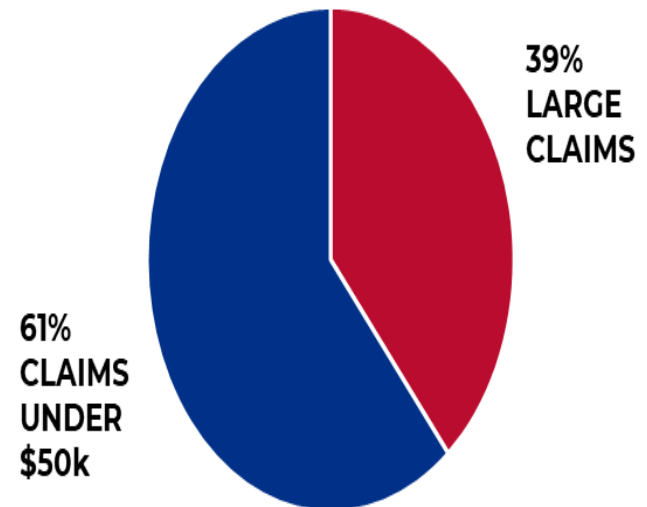
% of Claims Cost Attributable to Large Claims



2023

Large Claims (Over \$50K) Quantity	11
Large Claims (Over \$50K) Claims Paid	\$1,126,954
Stop Loss Recovery	\$(78,658)

% of Claims Cost Attributable to Large Claims





FROM THE DESK OF
FIRE CHIEF BRAD BRADLEY

MEMORANDUM NUMBER 24-010

DATE: January 19, 2024
TO: All NWFD Team Members
FROM: Fire Chief Brad Bradley
SUBJECT: Congratulations Paramedic Promotions

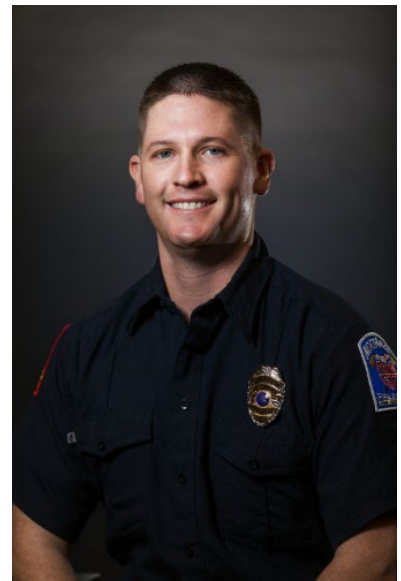
Please join me in congratulating the following individuals on their promotion to the rank of Paramedic, effective January 29, 2024.



Peter Bath



Antero Gonzalez



Brandon Marchello



Rebecca Rodriguez



Jake Wright

I appreciate you joining me in wishing Paramedics Bath, Gonzalez, Marchello, Rodriguez, and Wright the best of luck in their new positions.

Please Note: Names are in alphabetical order, not ranking order.



FROM THE DESK OF
FIRE CHIEF BRAD BRADLEY

MEMORANDUM NUMBER 23-014

DATE: January 24, 2024
TO: All NWFD Team Members
FROM: Fire Chief Brad Bradley
SUBJECT: Retirement of Raymond Marquez (Badge # 205)



Engineer Raymond Marquez is retiring from the Northwest Fire District today, Wednesday, January 24, 2024. This date will mark the conclusion of over eighteen (18) years of dedicated service to NWFD.

Raymond joined the District on April 18, 2005, as a Firefighter Recruit. After serving for seven (7) years as a Firefighter, Raymond was promoted to Engineer on April 9, 2012, a position he has held for the last eleven plus (11+) years.

In 2022, Raymond was honored with a unit citation ribbon. He has also been the recipient of a meritorious service medal and a Special Operations award of merit ribbon in addition to numerous other commendations for his efforts as a Firefighter, service to the community, and contributions to the training and professional development of others within the organization. He has also proudly served our country as a Senior Master Sergeant (SMSGT) with the Arizona Air National Guard.

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

We wish him the very best!

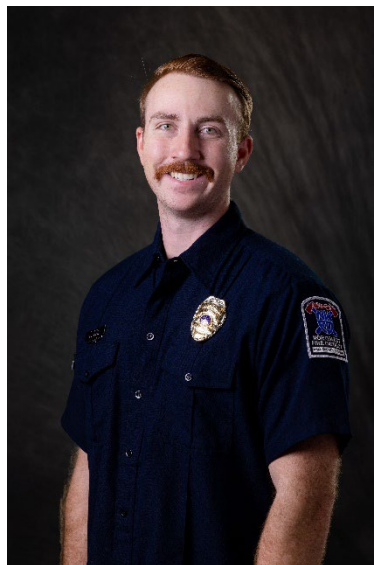


FROM THE DESK OF
FIRE CHIEF BRAD BRADLEY

MEMORANDUM NUMBER 24-015

DATE: January 25, 2024
TO: All NWFD Team Members
FROM: Fire Chief Brad Bradley
SUBJECT: Congratulations Steven Upton

Congratulations to Steven Upton on his promotion to the rank of Engineer effective January 29, 2024.



Steven Upton

I appreciate you joining me in wishing Engineer Upton great success in his new position!



FROM THE DESK OF
FIRE CHIEF BRAD BRADLEY

MEMORANDUM NUMBER 24-023

DATE: February 12, 2024
TO: All NWFD Team Members
FROM: Fire Chief Brad Bradley
SUBJECT: Retirement of Michael “Mo” Gran (Badge # 71)



Paramedic Michael “Mo” Gran is retiring from the Northwest Fire District on Monday, February 26, 2024. This date marks the conclusion of over 27 years of dedicated service with NWFD and over 29 years in the fire service.

Mo started his career with Flowing Wells Fire in 1994. Following the merger of Flowing Wells and NWFD, he joined the District on July 1, 1996, as a Firefighter. On September 10, 1999, Mo was promoted to Paramedic, a position he has held for the last 24 years. During his tenure at NWFD, Mo also served for seven (7) years as a Paramedic Captain.

Mo embodies the District’s mission and values and goes above and beyond to mentor, support, and acknowledge fellow members. As a founding member of the NWFD Awards Committee, he made significant contributions toward the District’s endeavors to identify and recognize the accomplishments of its members. He has also served as a member of the NWFD Peer Support Team.

Additionally, Mo received commendations for his lifesaving efforts, his service within the greater fire service community, and his contributions 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 Mo for his professional, committed, and selfless service to the District, its members, and the community we serve.

We wish him the very best!



FROM THE DESK OF
FIRE CHIEF BRAD BRADLEY

MEMORANDUM NUMBER 24-022

DATE: February 12, 2024
TO: All NWFD Team Members
FROM: Fire Chief Brad Bradley
SUBJECT: Retirement of Jason Lafferty (Badge # 164)



Engineer Jason Lafferty is retiring from the Northwest Fire District on Monday, February 26, 2024. This date marks the conclusion of over 21 years of dedicated service with NWFD.

Jason joined the District on January 13, 2003, as a Firefighter Recruit. On September 4, 2006, Jason was promoted to Engineer, a position he has held for over 17 years.

Jason exemplifies the District's mission and values and consistently embodies a spirit of teamwork, excellence in job knowledge and performance, and pride in his engine and workplace.

During his tenure with the District, Jason was recognized with a Unit Citation Ribbon, a Longevity Service Ribbon, and for his exemplary service to others in the broader fire service community. He has been recognized by his supervisors for his thorough, quality work as an Engineer, technical knowledge and skills, respectful care for patients, ability to interact positively with community members, and willingness to train, mentor, and support new recruits and others within the organization.

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

We wish him the very best!

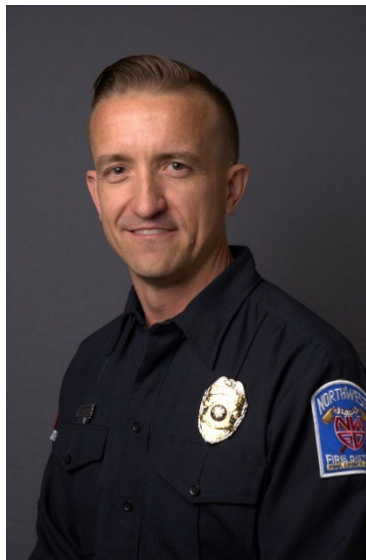


FROM THE DESK OF
FIRE CHIEF BRAD BRADLEY

MEMORANDUM NUMBER 24-028

DATE: February 16, 2024
TO: All NWFD Team Members
FROM: Fire Chief Brad Bradley
SUBJECT: Congratulations Bradner Lawrence

Congratulations to Bradner Lawrence on his promotion to the rank of Engineer effective February 26, 2024.



Bradner Lawrence

I appreciate you joining me in wishing Engineer Lawrence great success in his new position!