

**MINUTES OF THE SPECIAL MEETING OF THE NORTHERN ARIZONA FIRE DISTRICT
GOVERNING BOARD
TUESDAY, APRIL 25, 2023, 10:00 AM**

The Governing Board of the Northern Arizona Fire District met this 25th day of April 2023, at 10:00 a.m. for a special meeting, at 2600 E Northern Avenue in Kingman, Arizona.

1. **CALL TO ORDER** – The meeting was called to order by Chairman Jim Bailey at 10:17 am.
2. **ROLL CALL OF BOARD MEMBERS** – Board members present: Chairman Jim Bailey, Director Mike Collins, Director Sue Brown, and Director John Bryant.
3. **POSSIBLE VOTE TO GO INTO EXECUTIVE SESSION – PERSONNEL MATTERS.**
No Board member moved to go into executive session under this agenda item and the Board skipped this item.
4. **POSSIBLE VOTE TO GO INTO EXECUTIVE SESSION – LEGAL ADVICE.** Pursuant to A.R.S. § 38-431.03(A)(3), the Board may vote to go into executive session for legal advice from the attorney for the District regarding the Board's evaluation of the fire chief including process and format.

Chairman Bailey made motion to go into executive session for legal advice. Seconded by Director Bryant. No additional discussion. Passed unanimously.

Executive Session started at 10:18 am.

The Board returned from Executive Session at 12:09 pm.

Chairman Bailey admonished the board that executive sessions are confidential pursuant to A.R.S. § 38-431.03(C).

5. **EVALUATION OF FIRE CHIEF PERFORMANCE.**

Chairman Bailey received notes from the District attorney and discussed the job performance and evaluation of the Fire Chief. The Board adopted a written evaluation for the fire chief based on the board's understanding of circumstances. Chief Hoke was given opportunity to respond which he did so in writing stating that he disagreed with evaluation. Part of the response was requesting evaluation be corrected and the board issue an apology. The difference between the board evaluation and chief's response demonstrates a serious disconnect between the board and the fire chief in terms of communication and leadership. The board has three options going forward regarding the relationship between the board and the fire chief. One of them is mutual effort to rehabilitate the relationship between board and fire chief, not to renew fire chief contract at its expiration date or exercise termination clause of fire chief contract. No action can be taken at this point, due to not being an agenda item. Chairman Bailey stated to board members to think about the three options they have, come back, and discuss best option for the district. The board will have another special meeting May 2nd to continue discussion. No other board members had any comments. Chief Hoke stated back to the board that this whole thing is puzzling. Chief Hoke asked the board if the district is better today than a year ago? We have increased revenue, full staffing, and have done everything that the board has asked. The vision of the board has never been brought up or discussed with the chief. He had brought together a strategic plan, sent it out to the board for review and not one board member responded, which, how could chief know how to move forward and know what the board wants. The chief provided the board a three-page letter on what the district has accomplished. The chief holds his responsibility to the district and the

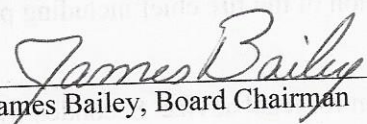
citizens that he serves and who has elected the board members. He stated that he thinks the board is missing main points here. If the vision is different, Chief Hoke wants to fix that vision and work with the board. Chief Hoke asked if the board has asked the firefighters about leadership and what this is being based on. He advised after the board discussion on the three options, to take a hard look at where we were a year ago, where we are today and where we were going tomorrow.

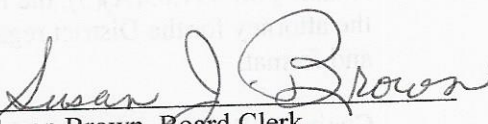
There were no additional questions or comments.

- 6. ADJOURNMENT** – Chairman Bailey moved to adjourn the meeting, seconded by Director Bryant. Passed by unanimous decision. Motion carried.

The meeting was adjourned at 12:19 pm.

These minutes were prepared and posted by Paris Schuman on April 25, 2023.


James Bailey, Board Chairman


Susan Brown, Board Clerk