

**MINUTES OF THE REGULAR MEETING OF GOVERNING BOARD OF THE
NORTHERN ARIZONA FIRE DISTRICT
WEDNESDAY, February 18, 2026**

The Governing Board of the Northern Arizona Fire District met on this 18th day of February 2026, at 4:00 p.m. for its regular monthly meeting at the Fire Administration Building at 2600 E. Northern Avenue, Kingman, Arizona.

1. CALL TO ORDER – The meeting was called to order by Chairman Bryant at 4:00 p.m.

2. ROLL CALL OF BOARD MEMBERS – Board members present were Chairman John Bryant, Clerk James Bell, Director Jim Bailey. Director Tim Bonnee appeared by Zoom. Director Mike Collins was absent.

3. Pledge of Allegiance-led by Clerk Bell

4. CALL TO THE PUBLIC – The District may, but is not required to, give the public an opportunity to speak about any issue. A.R.S. §38-431.01(H).
The district may, but is not required to, give the public an opportunity to speak to any issue. A.R.S. §38-431.01(H) *Anyone who wishes to speak during this portion of the meeting must sign up to speak prior to the start of the meeting and indicate which discussion item they are addressing. When called, they must identify with the record by clearly stating his/her name and address and shall be limited to one opportunity to speak for no more than two (2) minutes. Members of the Board shall not comment or interact and shall not discuss or take legal action on matters raised during the Call to the Public. Any Board comment must be reserved for the conclusion of the Call to the Public and be limited to directing staff to place an item on a future meeting agenda or directing staff to report back to the Board in writing or to briefly respond to criticism made by those who have addressed the public body during the Call to the Public.*

- Don Martin asked about the fire hydrants in Chloride. He wanted to know if the fire hydrants were certified.
 - Assistant Fire Chief Dallman mentioned that he had recently been out to Chloride and inspected the fire hydrants and stated that they indeed all do work but they are not certified. He stated that if we wanted them certified that the board would have to authorize a backflow text and that would have to be budgeted.
 - Chairman directed Chief Dallman to put this item on the agenda for follow up next month.

5. Review, discussion and possible action on approval of Fiscal Year 2025 Audit.

- Walker & Armstrong (Auditor) presented the findings of the audit to the board.
- Clerk Jim Bell motioned to approve the FY 2025 audit as written. Director Bonnee seconded the motion, all in favor, passed unanimously.

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6. Approval of minutes-Consent Agenda

A. Regular Meeting Minutes for January 21, 2026.

B. Executive Meeting Minutes for January 21, 2026.

- Director Bailey motioned to approve the Consent Agenda, Clerk Bell seconded the motion, all in favor, passed unanimously.

7. Discussion and possible action regarding the approval of the January financial reports. (Administration)

- Admin reports that the ending balances were as follows: Payroll \$130,000.00, Warrant \$2,087,408.34, Reserve \$2,281,212.56.
- Director Bailey motioned to approve the January financial reports, seconded by Clerk Bell. All in favor, passed unanimously.

8. Chief Reports

A. Review, Discussion and Overview: Chief's Reports:

- 120 Day Report (Fire Chief Grant)
 - Anniversaries
 - Assistant Chief Don Dallman-19 years
 - Cameron Knight-5 years
 - Kyle Rogers-1 year
 - Anthony Mandujano-5 years
- Operations Report (Chief Dallman)

9. Review, Discussion, and Possible action on revising the following policies in the HR Policy:

- Section 4:
- Table of Contents
- 4 – 001 General Benefits
- 4 – 002 Holidays
- 4 – 003 Paid Time Off (PTO)
- 4 – 004 Extended Leave
- 4 – 005 Extended Leave Donation
- 4 – 006 Earned Paid Sick Time
- 4 – 008 Other Insurances: Life, LTD, AD&D, Cancer
- 4 – 013 Workers' Compensation
- 4 – 015 Pregnancy and Pregnancy-Related Medical Conditions
- 4 – 016 Family Medical Leave Act
- 4 – 017 Personal Leave
- 4 – 018 Bereavement Leave
- 4 – 019 Jury Duty / Court Appearance
- 4 – 020 Military Leave
- 4 – 021 Educational Assistance
- 4 – 022 Travel and Per Diem Reimbursement
- 4 – 023 Employee Assistance Programs
 - Fire Chief Grant provided the board with a copy of the HR manual with all of the proposed changes in red.

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- Clerk Bell moved to accept the changes to the HR manual section four. Director Bonnee seconds. All in favor. Motion passed unanimously.
- 10. Discussion and possible action regarding scheduling a special meeting to review the applications for annexation, or to address during a regular meeting.**
- Fire Chief Grant explains that he has about 23 annexation applications for the board's review and would like to know if they want a special meeting for these applications or if the Board would like to address them in a regular meeting.
 - After discussing the matter the board decided to address the annexation applications together during a regular board meeting in March 2026.
- 11. Possible Executive session:** for the consideration and approval of the contract for Brian Grant, currently serving as Interim Fire Chief, to the position of Full-Time Fire Chief – the Board may vote to go into executive session pursuant to ARS Sec. 38-431.03. A.3. for discussion and possible action on the above subject. NOTE: Executive Sessions are confidential pursuant to ARS Sec.38- 431.03.C
- Agenda item 11 was not necessary and will be dismissed as it was not needed to go into executive session.
- 12. Discussion and possible action:** regarding the consideration and approval of the contract for Brian Grant, currently serving as Interim Fire Chief, to the position of Full-Time Fire Chief for Northern Arizona Fire District.
- Chairman Bryant moves to go into Executive session for Legal advice, to discuss the contract to move Interim Chief Grant to full time. Director Bell seconds the motion, all in favor, passed unanimously.
- ✓ Executive session started at 04:57pm
 - ✓ Executive session ended at 05:30pm
- Donna from Legal names off one by one the line items that had been discussed and negotiated between her and Chief Grant and asks the board if they are accepting the changes made to the contract.
 - Clerk Bell motions to approve the contract with the changes made in the present board meeting for full time employment for Fire Chief Brian Grant and gives direction to Chairman Bryant to sign the approved contract. Seconded by Director Bonnee, all in favor, passed unanimously.

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13. Adjournment

- Clerk Bell motioned to adjourn the meeting. Director Bailey seconded the motion. All in favor, motion carried unanimously. Chairman Bryant adjourned the meeting at 05:39pm.

MINUTES prepared by: Rebekah Bancroft
(This is a working draft until board approval)

Date: 02/19/2026

Approved:

John Bryant, Board Chairman

Jim Bell, Board Clerk

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