



HELLSGATE FIRE DISTRICT

BOARD OF DIRECTORS

NOTICE OF REGULAR MEETING

February 18, 2026

*Pursuant to ARS §38-431.02, notice is hereby given to members of the HFD Governing Board and to the public that the Governing Board will meet in Public Session on **Wednesday, February 18, 2026 at 5:30 PM** in the Training Room of Station 21, 80 S. Walters Lane, Star Valley, AZ 85541. Members of the Fire Board and legal counsel may attend either in person or by telephone conference call.*

To join the meeting via zoom: Meeting ID 864 986 5085.

Link: <https://us06web.zoom.us/j/8649865085?omn=84599370799>

Phone: +1 669 444 9171 US +1 253 215 8782 (Tacoma) +1 346 248 7799 (Houston)

During this meeting, Board Members may ask questions about, discuss, consider, approve, and/or take possible action on any listed Agenda item and any variable related thereto unless specifically otherwise indicated (such as under Public Forum). HFD may vote to go into Executive Session, which will not be open to the public, on any agenda item pursuant to ARS §38-431.03(A)(3) for legal advice with the Fire District Attorney on the matter(s) set forth in the agenda. **All Agenda items are set for possible action.**

Public Input: Citizens may make oral comments on specific Agenda items or any topic relevant to District business during the public forum. Citizens may submit written comments of any length to the Fire Board. Notice: Public comment is encouraged, but it is important that everyone demonstrate the appropriate decorum, courtesy and respect during the meeting. Please treat your fellow citizens with courtesy. Outbursts, interruptions, and personal attacks will not be tolerated.

- AGENDA -

1. CALL TO ORDER

- A. ROLL CALL OF BOARD MEMBERS
- B. PLEDGE OF ALLEGIANCE

2. REPORTS & CORRESPONDENCE

In accordance with ARS §38-431.02(K), the Board shall not propose, discuss, deliberate, or take legal action on any matter unless that specific matter is properly identified on the agenda. Therefore, action taken as a result of a report will be limited to directing staff to study the matter or scheduling the matter for further consideration and decision at a later date in the following summaries.

- A. **AWARDS & RECOGNITION:** Years of service and birthday notifications and recognition awards
- B. **CHIEFS REPORT:** Administrative Manager Lecher to discuss recent activities including a statistic report, staffing report, wildland report, grant report, vehicle maintenance report, legislative report, response report, facilities report, special project report(s)
- C. **CORRESPONDENCE:** None

3. FINANCIAL REPORTS

- A. **JANUARY 2026:** Administrative Manager Lecher to review January financial reports including Year to Date.



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4. PUBLIC FORUM

Speakers are limited to a three-minute oral presentation and may submit written comments of any length for Board files. Board Members may not discuss items that are not specifically identified on the Agenda. Therefore, pursuant to ARS §38-43101(H), Board action taken as a result of public comment is limited to directing staff to study the matter, responding to any criticism, or scheduling the matter for further consideration and decision at a later date.

5. REGULAR BUSINESS

A. CONSENT AGENDA

All matters under the Consent Agenda are considered by the board to be routine (i.e. minutes and/or signatory authority or bank accounts) and will be enacted by a single motion approving the Consent Agenda. If discussion is desired on any particular consent item, a board member may ask that item be removed from the Consent Agenda to be considered separately.

1. Regular Meeting Minutes of January 21, 2026
2. Special Meeting Minutes of January 26, 2026
3. Special Meeting Minutes of February 9, 2026
4. Special Meeting Minutes of February 11, 2026

B. AUDIT – Fiscal Year 2025 Audit Report

1. Discussion/Possible Action: Approval of FY 2025 Audit performed by ATALAS

C. FIRE CHIEF – Permanent Fire Chief

1. Discussion/Possible Action: Board to discuss with Brenda Tranchina from Human Resource Strategies a timeline development, ideal candidate profile and revision of Fire Chief job description to prepare for the permanent Full-Time Fire Chief posting.

D. POINT OF CONTACT – Administrative and Operations

1. Discussion/Possible Action: Board to determine who the point of contact will be for Administrative and Operations during the absence of a Fire Chief.

E. CONTRACT – Full-Time Interim Fire Chief Randal Haugen

1. Discussion/Possible Action: Board to review and discuss the contract for Interim Fire Chief Randal Haugen.

6. EXECUTIVE SESSION

The board might vote to go into executive session [closed] session, pursuant to A.R.S. §38-431.3(A)(1) discussion consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body, except that, with the exception of salary discussions, an officer, appointee or employee may demand that the discussion or consideration occur at a public meeting. The public body shall provide the officer, appointee or employee with written notice of the executive session as is appropriate but not less than twenty-four hours for the officer, appointee or employee to determine whether the discussion or consideration should occur at a public meeting. Executive Sessions are



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confidential pursuant to A.R.S. §38-431.3(C). Any formal action on this matter will be taken in public [open] session. The following actions will be taken in executive [closed] session unless the candidate elects a public [open] session.

A. CONTRACT NEGOTIATIONS – Interim Fire Chief Randal Haugen

1. Discussion: Board to discuss contract terms for employment as Interim Fire Chief with Randal Haugen

7. PUBLIC FORUM

Speakers are limited to a three-minute oral presentation and may submit written comments of any length for Board files. Board Members may not discuss items that are not specifically identified on the Agenda. Therefore, pursuant to ARS §38-43101(H), Board action taken as a result of public comment is limited to directing staff to study the matter, responding to any criticism, or scheduling the matter for further consideration and decision at a later date.

8. ADJOURNMENT

Angie Lecher, On behalf and with Permission of Board Clerk, John Jackson
John Jackson, Clerk of the Board

HFD Training Room is accessible to the handicapped. In compliance with Americans with Disabilities Act, those with special needs, such as large print or other reasonable accommodations, may request them by calling (928)474-3835 at least 24 hours before the meeting.

A copy of the supplemental agenda materials provided to the Board Members (with exception of materials relating to executive sessions) is available for public inspection at the Districts Administrative Office at least 24 hours prior to the meeting. Call (928)474-3835 to set an appointment to accommodate inspection.

Posted by: Angie Lecher

Date: 2/17/2026

Time: 5:00 PM



**HELLSGATE FIRE DISTRICT
FIRE BOARD REGULAR MEETING
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Station #21 – 80 S. Walters Lane – Star Valley – Training Room

~MINUTES~

1. CALL TO ORDER

Pursuant to notice, a regular meeting of the Hellsgate Fire District (HFD) was called to order by Chair Lamoureux at 5:30 PM on Wednesday, February 18, 2026, at the Hellsgate Fire Department Station #21, 80 S. Walters Lane, Star Valley, Arizona. Administrative Manager Angie Lecher recorded the minutes. A quorum was present, and the meeting, having been duly convened, was ready to proceed with business.

A. ROLL CALL

Board Present: Lisa Lamoureux – Chair; John Jackson – Clerk; Jamie Deters – Member; Blaine Fitzgibbons - Member. Board Absent: Allison Lloyd - Member. Staff Present: Administrative Manager Angie Lecher – Recorder. Public Present: Sean Minniss and Randy Haugen; via zoom: Cris Lecher, Bobbi Doss, Barry Gabbard, and Brenda Tranchina

B. SALUTE TO THE FLAG OF THE UNITED STATES OF AMERICA

Pledge of Allegiance led by all in attendance.

*Board addressed 5 B and 5 C first and then resumed the schedule of items listed.

2. REPORTS & CORRESPONDENCE

Pursuant to ARS §38-431.02(K), the following reports and correspondence provided to the HFD Board of Directors.

A. CHIEFS REPORT

Fire Chief Wes Trayner compiled the chief's report and Administrative Lecher discussed the following topics with the board: Calls for the month of January, type, and total for the year end. Building plan reviews for the year. Maintenance report on all units. A detailed report on the station remodel was also given.

B. AWARDS & RECOGNITION

Anthony Giovanni celebrated a birthday in February; Coby Smith and Nate Blazer have hireversaries with the district in February.

C. CORRESPONDENCE

None.

3. FINANCIAL REPORTS

A. JANUARY 2026

Administrative Manager Angie Lecher presented an overview of the status of the FY2026 financial reports. Discussion regarding January and year to date for the fiscal year including income statement of revenue and expenditures, balance sheet, wildland report, and previous year comparisons.

MOTION by Chair Lamoureux to approve the January 2026 financial reports as provided by Administrative Manager Lecher.



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MOTION SECONDED by Member Fitzgibbons
MOTION CARRIED 4/0

4. PUBLIC FORUM

Pursuant to ARS §38-431.01(H) the HFD Board allows public comment as time permits.

No comment.

5. REGULAR BUSINESS

A. CONSENT AGENDA

All matters under the Consent Agenda are considered by the board to be routine and will be enacted by a single motion approving the Consent Agenda.

1. Regular Minutes of January 21, 2026
2. Special Minutes of January 26, 2026
3. Special Minutes of February 9, 2026
4. Special Minutes of February 11, 2026

MOTION by Chair Lamoureux to approve the consent agenda items.

MOTION SECONDED by Member Deters

MOTION CARRIED 4/0

B. AUDIT – Fiscal Year 2025 Audit Report

1. Board reviewed the audit report. Barry Gabbard with ATLAS presented the audit to the board for Andrew Wendt.

MOTION by Chair Lamoureux to approve the fiscal year 2025 annual audit report provided by Andrew Wendt and presented by Barry Gabbard with ATLAS.

MOTION SECONDED by Member Deters

MOTION CARRIED 4/0

C. FIRE CHIEF – Permanent Fire Chief

1. Board reviewed the job description with Brenda Tranchina to make sure the qualifications are listed as expected. Brenda discussed with the board the timeline expectations of finding the permanent fire chief. The district hopes to complete the process by June 17, 2026. She covered what the board believes is the ideal candidate for the position and how to achieve the goals of moving the district forward.

MOTION by Chair Lamoureux to approve the timeline as discussed to allow for a 6 week posting of the position and a targeted ending date of June 17, 2026

MOTION SECONDED by Member Fitzgibbons

MOTION CARRIED 4/0



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MOTION by Clerk Jackson to amend the Fire Chief job description as follows:

- Move the requirement for a minimum number of years of administrative, management, and supervisory experience at the officer level from preferred qualifications to minimum qualifications.
- Move the requirement of an associate’s degree or equivalent years of experience from preferred qualifications to minimum qualifications
- Revise the residency requirement from 20 minutes to 30 minutes driving time

MOTION SECONDED by Member Deters

MOTION CARRIED 4/0

D. POINT OF CONTACT – Administrative and Operations

1. Board had prior conversations on how to address the absence of the Fire Chief as we process the necessary items for the interim position. Board discussed how to best handle communications so that all items are being addressed.

MOTION by Chair Lamoureux to appoint Administrative Manager Lecher as the administrative contact and Captain Doss as the operations contact for the Fire Chief duties.

MOTION SECONDED by Member Fitzgibbons

MOTION CARRIED 4/0

E. CONTRACT – Full-Time Interim Fire Chief Randal Haugen

1. Board discussed in executive [closed] session with Randal Haugen the terms of the Interim Fire Chief Contract. No discussion was held in public [open] session.

MOTION: by Chair Lamoureux to direct Administrative Manager Lecher to provide the attorney with the updates to the contract.

MOTION SECONDED by Member Deters

MOTION CARRIED 4/0

6. EXECUTIVE SESSION

A. CONTRACT NEGOTIATIONS – Interim Fire Chief Randal Haugen

MOTION by Chair Lamoureux to enter into executive [closed] session to discuss contract negotiations with Randal Haugen.

MOTION CARRIED by Member Deters

MOTION CARRIED 4/0

*Board, Admin Manager Lecher and Randal Haugen entered into executive [closed] session at 7:01 PM

*Admin Manger left executive [closed] session at 7:03 PM

*Board resumed public [open] session at 7:23 PM



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7. PUBLIC FORUM

Pursuant to ARS §38-431.01(H) the HFD Board allows public comment as time permits.

Cris Lecher informed the board that during the area fire chief's meeting the neighboring departments have placed their full support behind Hellsgate Fire District and will help as much as they can while we process our interim chief. Bobbi Doss thanked the board for all their work and support during this process.

8. ADJOURNMENT

Board Chair Lamoureux called for an adjournment.

MOTION by Chair Lamoureux to adjourn the meeting.

MOTION SECONDED by Member Fitzgibbons

MOTION CARRIED 4/0

The meeting adjourned at 7:25 PM

Respectfully Submitted, Angie Lecher, Administrative Manager