

**GOLDER RANCH FIRE DISTRICT
GOVERNING BOARD MEETING
SPECIAL SESSION MINUTES
September 30, 2022 1:00 p.m.
3885 East Golder Ranch Drive, Tucson, Arizona**

1. CALL TO ORDER/ROLL CALL

Fire Board Chairperson Cox Golder called the meeting to order on September 30, 2022, at 1:03 p.m.

Members Present: Board Chairperson Vicki Cox Golder, Board Vice-Chair Richard Hudgins, Board Clerk Vette, Board Member Steve Brady, and Board Member Sandi Outlaw

Staff Present: Fire Chief Karrer, Assistant Chief Brandhuber, Assistant Chief Abel, Deputy Chief Pearce, HR Director Delong, and Board Services Specialist Hernandez

Guest Speaker: Dr. Deborah Peck

2. SALUTE AND PLEDGE OF ALLEGIANCE

All in attendance recited the Pledge of Allegiance.

3. CALL TO THE PUBLIC

There were no public issues presented at this time.

4. REGULAR BUSINESS

A. INFORMATIONAL ITEM ONLY: PRESENTATION BY DR. PECK AND DISCUSSION REGARDING THE ORGANIZATIONAL NETWORK ANALYSIS (ONA) RESULTS

Dr. Deborah Peck from Seity Insight recently conducted an organizational network analysis (ONA) with Golder Ranch Fire District staff. Dr. Peck attended to present the results to the GRFD governing board, explain the findings, and answer any questions the Board may have. She stated the survey provides a diagnostic view of how employees interact and share information with each other. She said it can be very valuable to understand the key contributors in the organization.

Dr. Peck shared a slide show with diagrams explaining the different categories of the results. The response rate was 99% with 256 employees that participated. She said the information from the results should not be used in a punitive way, but is informational to see who bridges networks within the organization. She spoke about the key connectors in each network and explained what that means.



Dr. Peck also shared information regarding types of selection practices and the most effective hiring selection practices, including cognitive and personality tests. She highlighted parts of the brochure from Mosaic, shared her opinions and encouraged behavioral and cognitive assessments along with the interview process. Vice-Chair Hudgins requested to see the cognitive assessments Dr. Peck spoke about. Dr. Peck provided each board member a copy and explained more about the assessments.

Dr. Peck answered questions from Vice-Chair Hudgins and Board Member Brady. Chairperson Cox Golder and Vice-Chair Hudgins shared discussion regarding when to give the cognitive test in the interview process for fire chief. Board Member Brady asked the command staff and staff in attendance how the results changed their opinion. Chiefs Abel, Karrer and Captain Colin Ryan answered. Dr. Peck said it is a baseline for where the organization is now and can be a place for a new chief to start. She answered one last question from Board Clerk Vette regarding different titles and their responses in comparison to other organizations. Dr. Peck answered with her opinion and shared results from other organizations. Chief Pearce shared what he identified in the results that he will use the data for in his own department.

There were no further questions.

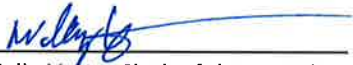
No motion necessary; informational presentation only

9. ADJOURNMENT

MOTION by Board Member Brady to adjourn the meeting at 2:26 p.m.

MOTION SECONDED by Vice-Chair Hudgins

MOTION CARRIED 5/0



Wally Vette, Clerk of the Board
Golder Ranch Fire District
m/h

