

**GOLDER RANCH FIRE DISTRICT  
GOVERNING BOARD MEETING  
PUBLIC NOTICE AND AGENDA  
SPECIAL SESSION**

**Thursday, December 15, 2022 9:00 a.m.  
3885 East Golder Ranch Drive, Tucson, Arizona**

**1. CALL TO ORDER/ROLL CALL**

Chairperson Vicki Cox-Golder called the meeting to order on December 15, 2022, at 9:00 a.m.

**2. SALUTE AND PLEDGE OF ALLEGIANCE**

All in attendance recited the Pledge of Allegiance.

**3. FIRE BOARD REPORTS**

**4. CALL TO THE PUBLIC**

There were no public issues presented at this time.

**5. REGULAR BUSINESS**

**A. INTRODUCTION OF MOSAIC STAFF FACILITATING THE GRFD FIRE CHIEF SELECTION PROCESS FOR THE BOARD AND REPORT ON STATUS OF SELECTION PROCESS.**

Chief Karrer explained his last day as Fire Chief is March 31, 2023. The District selected Mosaic as the firm to conduct the selection process of the new Fire Chief. The Governing Board, Fire Chief, Union and HR Director Delong have participated in the process.

Bryan Noblett (present via Zoom) of Mosaic is the president of the company. He provided an overview of the process. He met with the Oro Valley Police Chief, the Oro Valley Chamber of Commerce and the Governing Board to create a candidate profile of what the ideal Fire Chief would be. Once he drafted the candidate profile, the sub-committee reviewed it. The recruitment opened mid- September and closed October 31, 2022. Mosaic advertised in multiple locations across the country including fire chief's associations. At the close of the applicant process, there were twenty-five applicants. In today's market, this is a good number. He screened eleven applicants that were viable candidates going forward. In January, assessments and candidate interviews will be conducted.

Vice-Chairperson Hudgins asked if Bryan spoke to any of the eleven candidates.

Bryan answered that he spoke to each of the eleven candidates about their leadership profile, etc.



Vice-Chairperson Hudgins asked how many should be brought forward to the assessment part of the process.

Bryan replied that he would recommend five or six.

Board Clerk Vette asked how he would recommend narrowing the candidates down to five or six.

Bryan said he would not see if difficult to narrow it down to five or six.

Vice-Chairperson Hudgins asked Bryan to explain the process that will take place next month.

Bryan explained one-hour interviews would take place the first day. The second day the Board would interview the candidates.

Chairperson Cox Golder asked who would conduct the interviews.

Bryan recommended two to four chiefs and community stakeholders. There will be two panels.

Chief Karrer added that the Union would also be involved in the process. He believes it is important to include them and the employees.

- B. EXECUTIVE SESSION: THE BOARD MAY VOTE TO GO INTO EXECUTIVE SESSION PURSUANT TO A.R.S. §38-431.03(A)(3) FOR DISCUSSION AND/OR CONSULTATION FOR LEGAL ADVICE WITH THE ATTORNEY FOR THE DISTRICT REGARDING THE DISTRICT'S FIRE CHIEF SELECTION PROCESS.

NOTE: EXECUTIVE SESSIONS ARE CONFIDENTIAL PURSUANT TO §38-431.03(C).

**MOTION** by Vice-Chairperson Hudgins to enter into Executive Session pursuant to A.R.S. §38-431.03.A(3) for the purpose of discussion and consultation with the attorney at 9:35 a.m.

**MOTION SECONDED** by Clerk Vette

**MOTION CARRIED 5/0**

Those present in the executive session were the Board Members, Chief Karrer, Attorney Aversa, Director Delong, and Records Specialist and Acting Board Services Specialist Ortiz.

*The Board reconvened into regular session at 10:06 a.m.*

*Chairperson Cox Golder reminded those in attendance, Executive Sessions are confidential pursuant to ARS §38-431.03(C).*



- C. REVIEW, DISCUSSION AND POSSIBLE ACTION REGARDING THE FIRE CHIEF SELECTION PROCESS INCLUDING BUT NOT LIMITED TO THE INTERVIEW PROCESS AND SCHEDULING INTERVIEWS AND DIRECTION TO MOSAIC, STAFF, AND/OR ATTORNEY.

Vice-Chairperson Hudgins gave Mosaic direction to select no more than six candidates.

Chairperson Cox Golder gave direction to Chief Karrer to coordinate the hiring process of the new Fire Chief with Mosaic to coordinate the panel and be the liaison to facilitate the process.

Attorney Aversa stated the Governing Board does not know who the applicants are and will not know who the candidates are until the five or six candidates' names are released.

**6. FUTURE AGENDA ITEMS**

*This provides an opportunity for the Board to direct staff to include items on future agendas for further consideration and decision later or to further study the matter.*

- Regularly scheduled meeting – December 20, 2022

**7. CALL TO THE PUBLIC**

There were no public issues presented at this time.

**8. ADJOURNMENT**

**MOTION** by Vice-Chairperson Hudgins to adjourn the meeting at 10:11 a.m.

**MOTION SECONDED** by Board Clerk Vette

**MOTION CARRIED 5/0**



Wally Vette, Clerk of the Board  
Golder Ranch Fire District

