

MINUTES
REGULAR MEETING OF THE BOARD OF DIRECTORS

Meeting Date: Thursday, December 18, 2025
Meeting Time: 4:30 PM
Location: 21021 E. Homestead Drive, Red Rock, AZ 85145

RECORDING ON

1. CALL TO ORDER

Chairman Castaneda called the meeting to order at 4:31 PM.

2. PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA

3. ROLL CALL AND CONFIRMATION OF A QUORUM

Board Members in Attendance	Staff in Attendance	Others in Attendance
Chairman Castaneda	Chief Delfs	Counsel Wencker
Vice-Chairman Armendarez	Lorrie Palmquist	
Clerk Bren		

Absent/Excused

Director Neilson
 Assistant Chief Klein
 Director Goss

4. RECOGNITION OF PERSONNEL

Retirement Plaque for Battalion Chief Lyle Kennedy

Chief Kennedy had a family emergency and is on bereavement leave. Chief Delfs expressed sincere appreciation on behalf of the District, sharing that Chief Kennedy started his career at Avra Valley Fire as a volunteer and has now retired as a Battalion Chief. The Chairman also expressed thanks and appreciation on behalf of the Board.

5. CALL TO THE PUBLIC NONE

6. ANNOUNCEMENTS, CURRENT EVENTS & CORRESPONDENCE

AFDA Conference January 14-16, 2026 Laughlin, NV

7. REVIEW, DISCUSSION AND POSSIBLE ACTION REGARDING THE ADOPTION OF THE MINUTES FROM THE REGULAR MEETING HELD ON NOVEMBER 20, 2025

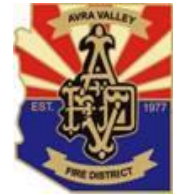
Clerk Bren motioned to adopt the *Minutes* from the regular meeting held on November 20, 2025. Vice-Chairman Armendarez seconded. ***Motion carried unanimously, 3:0.***

8. CHIEF'S REPORT

The Fire Chief may update the Board on items of interest relating to but not limited to the following: fire suppression, EMS and wildland services, response times, vehicles, facilities, labor relations, personnel, finance, grants, communications and/or training. Alternatively, the Fire Chief may provide written comments in the Board member's packets or by email. The Board members may ask clarifying questions and they may direct the Chief to place items on future agendas for further discussion or action.



AVRA VALLEY FIRE DISTRICT
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The Chief distributed his report at the meeting, highlighting the following items:

- The District is down 3 employees right now. In January, we will be conducting interviews to hire for these positions.
- The District will promote a Battalion Chief in the Spring.
- PSPRS contributions will be going up for FY27. Our pension fund is still 86% funded, and continues to be one of the highest funded in the State.

9. REVIEW, DISCUSSION AND POSSIBLE ACTION TO APPROVE THE NOVEMBER 2025 FINANCIAL REPORTS AND AUTHORIZE THE CHAIRMAN AND CLERK TO SIGN THE CERTIFICATE OF REVIEW

Clerk Bren motioned to approve the November 2025 financial reports and authorize the Chairman and Clerk to sign the *Certificate of Review*. Vice-Chairman Armendarez seconded.

Motion carried unanimously, 3:0.

10. REVIEW, DISCUSSION AND POSSIBLE ACTION TO ELECT OFFICERS OF THE AVRA VALLEY FIRE BOARD OF DIRECTORS

Clerk Bren nominated the current officers to retain their current positions. The Chairman called for other nominations. Hearing none, the current officers of the board were appointed to retain their same positions by acclamation.

11. REVIEW, DISCUSSION AND POSSIBLE ACTION TO REAPPOINT MR. CODY BREN TO THE LOCAL PENSION BOARD

Mr. Bren was reappointed to the Local Pension Board by acclamation.

12. REPORTS OF BOARD MEMBERS AND STAFF NONE

13. FUTURE AGENDA ITEMS NO ITEMS NOTED

The Board may not discuss or take any action on topics presented for future agendas.

14. DATE OF NEXT BOARD MEETING

The date of the next Board meeting will be January 22, 2026.

15. ADJOURNMENT

Vice-Chairman Armendarez motioned to adjourn the meeting. Clerk Bren seconded.

Motion carried unanimously, 3:0. Meeting adjourned at 4:44 PM.

RECORDING OFF.

Luis Castaneda

January 22, 2026

SIGNED

DATE

BOARD MEMBERS

LUIS CASTANEDA, JR. THOMAS ARMENDAREZ CODY BREN ERIC NEILSON MICHELLE STARK-GOSS

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