



**MESCAL-J6 FIRE DISTRICT BOARD
SPECIAL MEETING**

**Date: Wednesday, August 5, 2026 4:30 pm
Location: 98 N. Oak Drive, Benson, AZ 85602
Minutes**

CALL TO ORDER: 4:31 pm

Roll Call:

Board Chair Dana Law Present
Board Clerk Debi Wise Present
Board Member Sonja Salcido Present
Board Member Wade Temple Present
Board Member William Clowers Present
Chief Nied Present

Item 1: PLEDGE OF ALLEGIANCE

Item 2: EXECUTIVE SESSION--FIRE CHIEF EVALUATION

Proper written notice of the executive session was provided to Chief Nied at least 24 hours in advance pursuant to A.R.S. § 38-431.03(A)(1).

Motion for the Board to recess into executive session pursuant to A.R.S. § 38-431.03(A)(1) for the purpose of discussing the Fire Chief's annual evaluation and contract negotiation made by Debi Wise; 2nd Sonja Salcido.

Vote:

Wade Temple Yes
Sonja Salcido Yes
William Clowers Yes
Debi Wise Yes
Dana Law Yes

MEETING RECESSED INTO EXECUTIVE SESSION AT 4:34 pm.



MEETING RESUMED AT 5:09 pm

Item 3: FIRE CHIEF EVALUATION AND CONTRACT AMENDMENT

Motion to amend Chief Nied's employment contract to include an \$8,000 annual salary increase and a severance package effective immediately upon signing of the contract by all applicable parties made by Debi Wise; seconded by Wade Temple

Discussion:

Clerk Debi Wise read off the Fire Chief's/Board's evaluation:

EMPLOYEE SELF-REVIEW PORTION:

List two or more notable accomplishments during the self-evaluation period:

1. Being able to create a team atmosphere and get what truly amounts to a great deal work and positive change throughout the district.
2. Being able to effectively manage budget

What notable accomplishment are you most proud of?

1. Strategic Plan document- a real way to be able to show taxpayer where we are headed.
2. Able to begin to pay personnel so they can afford to work here.

List two or more ideas or suggestions for goals you would like to work on during the next 12 months.

1. Accomplish getting paramedic certification back
2. Continue to learn the best practices and grow in position knowledge and experience.

BOARD OF DIRECTORS FEEDBACK:

In what areas does the Fire Chief need to develop further?

Continue his training, education, and grant writing.

Identify any training or tools Chief needs to be successful.

New Fire Station.

If formal goals were established for the current evaluation period, were they met?

Yes, above expectations.

List the suggested goals the Fire Chief should work on during the next 12 months.

Budgeting to become full time. Chief is currently putting in 50+ hours and draws salary for 24 hours.



Provide additional comments about the Fire Chief's overall performance below.

Quality and Quantity of Work: Well over expectation and requirements.

Dependability/Attendance: Exemplary.

Core Beliefs: Team work; community.

Behavior/Attitude: Despite Challenges, has remained very positive.

Safety Consciousness: Exemplary.

Customer Service: Attentive to community needs.

Teamwork: A true team leader focused on the betterment of his team.

Decision Making/Initiative/Problem Solving: Above and beyond with many professional contacts consulted for guidance.

Disciplinary Actions: None. Asked him to slow down a bit.

Supervisory Skills: True leadership.

OTHER BOARD COMMENTS:

Chief has poured his heart and soul into creating a District with a bright future.

Chief was hired into a failing District, and in 2 years has completely turned it around into a very successful District with a great reputation, completely operational equipment, and has secured 2 apparatus trucks free of charge.

Chief has turned a volunteer Fire District into a District with full-time staff, who are finally being taken care of properly.

End of Evaluation.

AMENDMENT TO CONTRACT:

Chief was hired at \$55,000. He immediately gave the \$5,000 back to be dispersed among the fire fighters. Last year, he was given a \$5,000 raise putting him at the amount for which he was originally hired. This year Chief was given an \$8,000 raise putting him at the amount he should be drawing had he not given the \$5,000 to the fire fighters, plus another \$3,000, bringing his salary to \$63,000.

AMENDMENT TO SECTION 3.3.

The language in Section 3.3 of the Employment Agreement is deleted in its entirety and replaced with the following language:

In exchange for the Employee's performance as the Fire Chief, the District shall pay the Employee a salary of \$63,000.00, subject to all applicable state and federal withholdings and deductions, and payable according to the District's standard payroll schedule. The District will also provide the Employee with standard benefits, including health, disability, and retirement.

If the District terminates this Agreement for any reason, or if the Employee terminates this Agreement due to any employment-related issues, including a hostile work environment, retaliation, or any other condition that makes it untenable for the Employee to continue as the Fire Chief, the District will continue to pay the Employee his full salary and all benefits for six months following the date of termination.



Vote:

Wade Temple Yes

Sonja Salcido Yes

William Clowers Yes

Debi Wise Yes

Dana Law Yes

Approved renewal and amendment of Chief Nied's contract and raise of \$8,000 and to include addition of severance package

Item 4

ADJOURNMENT

Motion to adjourn made by Wade Temple: Seconded by William Clowers

Vote:

Wade Temple Yes

Sonja Salcido Yes

William Clowers Yes

Debi Wise Yes

Dana Law Yes

Meeting adjourned_5:15 pm

Minutes compiled and submitted by

Deborah Wise

Mescal J6 Fire District Board Clerk