



SUNSTITES-PEARCE FIRE DISTRICT

SERVING RESIDENTS OF THE SUNSTITES-PEARCE FIRE DISTRICT,
AND NEIGHBORING COCHISE COUNTY

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Sunsites-Pearce Fire District Special Meeting November 24, 2025

1. **Call to Order** - The meeting was called to order at 4:59 p.m. by Board Chair Laurin Richey.
2. **Roll Call**
 - A. **Attendance and Confirmation of Quorum** - Board Chair Laurin Richey, Board Clerk Lillian Reed, Board Member Nancy Tucker and Board Member Charlie Reed were present. Board Chair Richey acknowledged that a quorum was met.
 - B. **Board Members Absent** - Board Member Camme Carlson-Watkins was absent.
 - C. **Declarations of Conflicts of Interest** - No Board Member declared a conflict of interest.
3. **The Pledge of Allegiance** - Fire Chief Garner led the attendees in the Pledge of Allegiance.
4. **Recognition of Guests** - None
5. **Executive Session: for Discussion and Consideration of personnel matters pursuant to ARS 38-431.03(A)(1).** Board Clerk Reed moved to enter into Executive Session. Board Member C. Reed seconded the motion.

Vote:
In favor - Board Chair Laurin Richey, Board Clerk Lillian Reed, Board Member Nancy Tucker and Board Member Charlie Reed.
Opposed - none
Motion carried

****Special Meeting was paused at 5:01 pm and room was cleared**
****Room opened and Special Meeting resumed at 6:35 pm**
6. **New Business**
 - A. **Review, discuss and possible action regarding investigating personnel matters.**

Following discussion, Board Clerk Reed moved to direct the Fire Chief to proceed with the following;

 - i. In the matter of Terry Tingle - Counsel and closely watch him. His next infraction results in immediate termination.
 - ii. In the matter of Mary Farnsworth - Counsel and closely watch her. Advise her that the next break-in and/or act of insubordination results in immediate termination.
 - iii. In the matter of Damian Austin - Immediate termination.

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- iv. Immediately and aggressively advertise for and Assistant Chief and Captains. Placing ads in the IFC, AFC and Firehouse magazine and any other place you feel would be productive.
- v. Access the education deficiencies of your current employees and find out what is necessary to get them eligible for promotions.
- vi. Report status of all of the above directives on your Chief Report.

Board Member C. Reed seconded the motion.

Vote:

In favor -- Board Chair Laurin Richey, Board Clerk Lillian Reed, Board Member Nancy Tucker and Board Member Charlie Reed.

Opposed -- none

Motion carried

7. Requests from board members for future agenda items.

- A. Review any Deputy Chief applications**
- B. Option for possible Executive Session**

8. Adjournment. - Board Chair Richey moved to adjourn the meeting at 6:42 p.m. Board Member Nancy Tucker seconded the motion.

Vote:

In favor -- Board Chair Laurin Richey, Board Clerk Lillian Reed, Board Member Nancy Tucker and Board Member Charlie Reed.

Opposed -- none

Motion carried

Respectfully submitted,
Diane Allen