

**MINUTES OF TONTO BASIN FIRE DISTRICT**  
**BOARD OF DIRECTORS MEETING**  
Work Session  
March 18, 2026

**Call to Order:** This work session Board Meeting was called to order at 1300 hours by Chairman John France at Tonto Basin Fire Station #91, 46189 N AZ Highway 188, Tonto Basin, AZ.

**Pledge of Allegiance:** Led by John France.

**Roll Call of Board Members:** The following Board Members were present: Chairman John France, Clerk Brian Nail, Secretary/Treasurer Robert Cooper, and Board Member Ilene Hailey. Board Member Clifford “Cliff” Metz was an excused absence.

**Also Present:** Chief James Stoltenberg.  
Firefighter Tristan McBlane.  
Ben Archer-Clowes “Ben” with James Vincent Group (JVG) via Teams.  
Dominic Filosa with James Vincent Group (JVG) via Teams.

**Discussion/Information and Action:** Proceeded regarding potential wage adjustments for existing employees as presented by Chief Stoltenberg, Ben with JVG, and Dominic with JVG. They presented the existing Tonto Basin Fire District (TBFD) employee pay scale and the existing 2025/2026 budget and actual costs to illustrate where the wage adjustments would be funded from. At present TBFD pay scales and benefits are on average lower than other Fire Districts in the State. The proposal is to make a \$1/hour base pay wage adjustment for all full-time employees starting on April 1, 2026. The proposal is also for TBFD to pay for the short-term disability, accident insurance, and hospital indemnity through Hartford that the employees are presently paying through AFLAC. The employees would continue to pay for their health insurance through AFLAC. There is enough money in the budget to allocate to these changes as presented by the Chief, Ben, and Dominic. In the future the Chief will also be presenting another potential wage increase for the 2026/2027 budget proposal. There was no action taken on this topic and it will be placed on the TBFD Regular Session Board Meeting agenda on March 19, 2026 at 0930 hours for action.

**Call to the Public:** None

**Adjournment:** There being no further business to come before the Board a motion to adjourn the meeting was made by Board Member Brian Nail and seconded by Board Member John France. The vote to adjourn was unanimously adopted and the meeting adjourned at 1437 hours.