

# Minutes

## Tempe Fire Public Safety Personnel Retirement System Board

### January 8, 2026

Minutes of the Tempe Fire Public Safety Personnel Retirement System Board meeting hosted virtually via MS Teams and in person at the Human Resources Conference Room located at 20 E. 6<sup>th</sup> Street Tempe, AZ 85281 on Thursday January 8, 2026 at 2:00 p.m.

**Boardmembers Present (via Teams):**

Andy Arredondo  
Lori Messer

**Boardmembers Present (in person):**

Keith Burke  
Kyle Carman  
Mike Scheidt

**Boardmembers Absent:**

None

**City Staff Present (via Teams):**

Kathleen Broman, HR Manager  
Chris Hansen, Risk Manager  
Matt Quick, HR Specialist

**City Staff Present (in person):**

Tammy Milhon, HR Specialist  
Sarah Jenkins, Administrative Supervisor

**Legal Counsel Present:**

Lesli Sorensen (via Teams)

*Chair Keith Burke called the meeting to order at 2:00 p.m.*

**1. Consideration of Meeting Minutes**

Motion by Mike Scheidt to approve the November 6, 2025 Fire PSPRS Board Meeting Minutes, November 6, 2025 Fire PSPRS Board Meeting Executive Session Minutes and the November 6, 2025 Joint Fire & Police PSPRS Board Meeting Minutes; second by Kyle Carman. Motion passed on a voice vote 5-0.

Ayes: Chair Burke; Boardmembers Arredondo, Carman, Messer, and Scheidt  
Nays: None  
Absent: None

**2. Motion to Adjourn to Executive Session, if necessary**

Motion by Kyle Carman to adjourn to Executive Session for the purpose of obtaining legal advice from the Board's Legal Counsel and to discuss confidential records by law; second by Mike Scheidt. Motion passed on a voice vote 5-0.

Ayes: Chair Burke; Boardmembers Arredondo, Carman, Messer, and Scheidt  
Nays: None  
Absent: None

The Board adjourned to Executive Session at 2:03 p.m. The Board reconvened at 2:14 p.m.

### 3. Hearing on the Application for Accidental Disability Benefits for Zachary Kwiatkowski

Chair Burke said this is a continuation of the hearing on the application for accidental disability benefits for **Zachary Kwiatkowski**. At the November 6, 2025 meeting, the Board made a motion to table the application pending additional medical records. The additional materials have been provided to the Board. At today's hearing, the Board must determine whether the documentation submitted is sufficient to conclude that the statutory requirements are satisfied for the Board to direct Mr. Kwiatkowski be sent for an Independent Medical Exam.

Chair Burke asked Mr. Kwiatkowski if he would like to address the Board and Mr. Kwiatkowski declined.

Motion by Kyle Carman to accept the application for accidental disability benefits for Zachary Kwiatkowski and send the applicant for an Independent Medical Exam; Second by Andy Arredondo. Motion passed on a voice vote 5-0.

Ayes: Chair Burke; Boardmembers Arredondo, Carman, Messer, and Scheidt

Nays: None

Absent: None

### 4. Hearing on the Application for Line of Duty Death for John Garza

Chair Burke opened the item for discussion.

Motion by Kyle Carman to approve the application for Line of Duty Death benefits for **John Garza** as it was clear from the medical records and death certificate, which indicates brain cancer as the cause of death and is listed as a presumptive cancer, that Mr. Garza's death was a result of his work as a firefighter; Second by Andy Arredondo. Motion passed on a voice vote 5-0.

Ayes: Chair Burke; Boardmembers Arredondo, Carman, Messer, and Scheidt

Nays: None

Absent: None

### 5. 2025 PSPRS Valuation Report for Tempe Fire (029)

Chair Burke asked Board Legal Counsel Lesli Sorensen to review annual valuation report. Ms. Sorensen reviewed the Annual Valuation Report as follows:

- The total contribution for the employer side for the pension health trust for Tier 1 and 2 members is 33.99%, which is a slight increase from last year of 32.87%.
- Tier 3 members' contribution rate is also slightly going up to 8.8% from 8.33%, driven mainly by the pension contribution.
- The funded status for Tier 1 and Tier 2 has dropped slightly from 89.5% to 88.3%. The pension total decreased from 89.9% to 88.7% for Tier 1 and 2; Tier 3 members decreased from 108% to 101.2%.
- Reviewed why the contribution rate and funded status have decreased or increased.
- From a payroll perspective, the city is seeing a downward pressure on the contribution rate because of payroll being greater than the projected actuarial assumptions.
- Reviewed the most significant driver of the increase to contribution rates, historical summary of rates, development of pension actuarial value of assets, and member statistics.

### 6. Board Expenditures – Q3 & Q4 2025

Chair Burke asked Board Secretary Kathleen Broman to review this agenda item. Ms. Broman said that the expenditures for the third and fourth quarters were included in the board packet. There was no further discussion.

### 7. PSPRS Update

Chair Burke asked Ms. Broman to review this agenda item. Ms. Broman said that the PSPRS update is also included in the board members packet and includes information on monthly virtual training hosted by PSPRS.

### 8. Future Meeting Date

The next meeting is scheduled for February 5, 2026

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**9. Future Agenda Items**

No future agenda items discussed.

**10. Public Appearances**

There were no public appearances.

**Adjournment**

Motion to adjourn by Kyle Carman; second by Mike Schedit. Motion passed on a voice vote 5-0.

Ayes: Chair Burke; Boardmembers Arredondo, Carman, Messer, and Scheidt

Nays: None

Absent: None

The meeting adjourned at 2:37 p.m.

*Kathleen Broman*

[Kathleen Broman \(Mar 5, 2026 14:38:58 MST\)](#)

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Kathleen Broman, Local Board Secretary