

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
September 21, 2020

Present:	Jim Albee, Chair	Bob Baker, Fire Chief
	Renee Anderson, Vice Chair	Vince Turner, Acting Fire Chief
	William Shriver, Treasurer	Mike Dell'Orfano, Assistant Chief
	Hank Eng, Secretary	Jerry Rhodes, Assistant Chief
	Cindy Hathaway	Kevin Milan, Assistant Chief
	Alison Rausch	Jon Adams, Assistant Chief
	Sue Roche	Dillon Miskimins, Chief Financial Officer
		Kristin Eckmann, Chief Communications Officer
		Isela Nejbauer, Chief Human Resource Officer
		Bob Cole, Legal Counsel

Others Present: SMFR Staff Members & via Teams Korn Ferry Representatives Tim Hough and Brian Reidy and Senior Technical Advisor Ernst Piercy from Center for Public Safety Excellence were in attendance.

MEETING CALLED TO ORDER

Chair Albee called the special meeting of the South Metro Fire Rescue Fire Protection District to order at 6:00 p.m. and welcomed everyone to the South Metro Fire Rescue District Special Meeting.

PLEDGE OF ALLEGIANCE

Chair Albee led the Pledge of Allegiance to the United States of America.

ROLL CALL

All of the Board Members were present. All audience members introduced themselves.

PUBLIC COMMENT

There was no public comment.

CONSENT AGENDA

N/A

ACTION ITEMS

SMFR Resolution No. 2020-11 Advocating Voter Approval of the Gallagher Amendment Repeal and Property Tax Assessment Rates Measure During the November 3, 2020 Election – Chief Dell'Orfano noted, that per Board direction, Staff has prepared a resolution in support of the November 3, 2020 ballot measure that would amend the Colorado constitution by repealing the property tax rate methodology established by the Gallagher Amendment (Amendment B). Staff has previously provided recordings of presentations through SDA on the topic and provided additional summary documents. Additional edits have been provided, per the feedback received at the 09/14/20 Board meeting, for the board to take action or provide additional input and modifications.

A motion was made by Hank Eng and seconded by Renee Anderson to approve SMFR Resolution No. 2020-11 Advocating Voter Approval of the Gallagher Amendment Repeal and Property Tax Assessment Rates Measure During the November 3, 2020 Election as presented. All were in favor and the motion carried.

DISCUSSION ITEMS

Strategic Plan Overview – Accreditation Manager Swindall provided a quick update on the three main sections of the accreditation process: Strategic Plan, Self-Assessment Manual and Critical Risk Analysis/Standard of Cover. He also provided the current status and anticipated completion of each section, with the ultimate goal of appearing before the Board of Commissioners and receiving reaccreditation at the Fire Rescue International Conference in July of 2021.

Accreditation Manager Swindall introduced Center for Public Safety Excellence CFO and Senior Technical Advisor Ernst Piercy, who is also the former fire chief at the Air Force Academy with more than 35 years in the fire service. Mr. Piercy provided an overview of last week's community stakeholders' meeting, at which feedback was requested regarding expectations, concerns, positives, general remarks and program priorities. At the Board's request, Accreditation Manager Swindall informed that about 60-70 assessors were invited and 29 participated, which he understands to be a comfortable level and would not drastically change the outcome had there been more assessors. The internal stakeholders' workshop was also conducted last week, which included a deep analysis of why we exist, where are we now, where do we want to be, how will we get there, and how do we measure our progress.

Mr. Piercy added that the community stakeholders meeting went very well, as did the internal stakeholders' workshop. Directors Anderson and Roche, who participated in the community stakeholders' meeting, agreed and added that they were very impressed with the process, happy to be able to be a part of the process, and happy to see what it yielded.

Compensation Study Overview – Chief Dell'Orfano stated that the Salary & Benefits Committee completed the process to select a consultant to review compensation strategies for Staff positions. A periodic audit of our pay practices is an industry standard and these additional resources will help our new, larger organization define our market, examine pay philosophies, and recommend pay methodologies to help us continue being a fair, competitive employer of choice. The contract for the staff compensation analysis was awarded to Korn Ferry and Chief Dell'Orfano introduced consultants Senior Client Partner and Global Account Lead Brian Reidy and Total Rewards Consultant Tim Hough.

Mr. Reidy provided highlights of the project and confirmed expectations of the Board & Mr. Hough provided an overview of the eight-phase process and that the cadence of board updates would be determined during the first phase and at any time the board requests.

Chief Dell'Orfano thanked Mr. Reidy and Hough for the presentation and reminded that the Board chose to have Directors Shriver and Anderson serve as their representatives for this project. The board was agreeable to receiving briefings from the board representatives at critical milestones and formal presentations at the end of each module where appropriate.

INFORMATION ITEMS

- Directors Rausch and Anderson attended the Partnership of Douglas County Governments meeting on September 16th, where representatives introduce themselves and provide a 3-minute update on their jurisdiction. Adding that the Partnership is comprised of county commissioners and elected officials who help fund items and assist with big projects within the county and that they work very well together. They also informed that Douglas County School District representative Rich Cosgrove raved about the support the schools have received from the Risk Reduction Specialists and Fire Marshal's Office while they completed construction projects and prepared for the new challenges for the school year.
- Chief Turner reported that the Broker has been chosen and anticipates they will provide a competitive market analysis for the Lima property and the Quartermaster building by next month.
- Chief Communications Officer Eckmann informed the board that she and Chair Albee provided a statement to the media regarding the City of Aurora's recent decision to ban emergency responders from using Ketamine.
- Chief Baker thanked Chief Turner for doing such an exceptional job filling in for him, keeping the positive momentum of the ETeam, and making it easy for him to take his sabbatical. Chief Baker also thanked the Board for their generosity in allowing him to take the time away.
- Chair Albee also thanked Chief Turner for filling in and Staff for all the work that they do every day and every week, with board meetings averaging one every 10 days, helping provide comfort to the board members and citizens knowing that there is this high level of capability at the top of the organization.

EXECUTIVE SESSION (upon motion)

A motion as made by Jim Albee and seconded by Hank Eng at 7:03 p.m. to convene to Executive Session to consult with Legal Counsel Pursuant to §24-6-402(4)(b), C.R.S., for the purpose of receiving legal advice on specific legal questions regarding the collection of abatements. All were in favor and the motion carried.

The special meeting reconvened at 7:55 p.m. with no action taken.

NEXT MEETING

The next Regular Board of Directors' meeting to be held on October 5, 2020, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO

The next Special Board of Directors' meeting to be held on October 19, 2020, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO

ADJOURNMENT

Chair Albee adjourned the meeting at 7:56 p.m.

Attested by: James Albee Date: Oct 5, 2020