

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
October 19, 2020

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

Others Present: SMFR Controller Breann Aragon

MEETING CALLED TO ORDER

Chair Albee called the special meeting of the South Metro Fire Rescue Fire Protection District to order at 6:02 p.m. and welcomed everyone to the 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

N/A

DISCUSSION ITEMS

Budget Update – Controller Aragon provided a 2021 Budget Update, which included:

- Budget timeline:
 - Budget Hearing - November 2nd
 - Final assessed values due from the county - December 1st
 - Budget adoption - December 7th
 - Budget filing due to DOLA - January 31st

- 2021 Budget Updates:
 - Assessed Values Updated in October
 - 0.96% increase from 2020 values
 - Salaries
 - Market increases
 - Admin staff held at current rates until salary survey is completed – increases to be retroactively applied to 1/1/21 as needed

- Collective Bargaining Agreement to be discussed in Executive Session – TBD
 - Organizational chart adjustments – salary impact TBD
 - New position requests
 - No approved outside hires for Administration, however, some new positions will be filled with existing Line employees
 - Vacant administration positions will be evaluated and filled as needed
 - Promotional Step Increases: \$760k
 - 2020 Academy Salaries (full year): \$2m
 - Attrition: \$1m
 - No Academies for 2021 – unless awarded the SAFER Grant
- Benefits
 - No updates; as salary decisions are made, benefits tied to wages will fluctuate
- Capital Expenses
 - Equipment:
 - Powerload & Pram Leases: \$150k
 - Facilities:
 - Station 20 Carryover: \$1.6m
 - Existing Station Maintenance/Remodels: \$1.1m
 - Logistics Warehouse: held until 2022
 - JSF Remodel: held until 2022
 - Vehicles and Apparatus: Hybrid years of service plan
 - 3 Type 1 Engines (One Carryover): \$2.4m
 - Tender: \$550k
 - 2 Type 6 Brush Trucks: \$412k
 - 6 Medic Units (One Carryover): \$1.1m
 - 4 BC Unit Uplift: \$160k
 - Total: \$7.2m (original plan = \$13 m)
- Abatements
 - ❖ Refunds granted to taxpayers who appeal the value of their property
 - ❖ Assessor reports the total amount of property tax revenue for any year that was abated or refunded from August 1, 2019 and July 31, 2020
 - ❖ Statutes allow the District to certify an additional mill levy to collect abated amounts
 - ❖ Spreading the “cost” of abatements and refunds across all taxpayers in the District
- 2020 abatement amount not collected: \$657,200
- 2021 estimated abatement amount: \$674,363

At the Board’s request, Staff discussed alternative timeline options for the JSF Remodel/Logistics Warehouse.

After discussion, Staff was directed to put a placeholder on the November 2nd budget public hearing for abatement discussion/decision. Staff was also directed to include administrative staff salary increases in the general fund budget as a placeholder.

INFORMATION ITEMS

- Director Hathaway provided an update on the Christmas gifts for the Line and Staff.
- Director Anderson stated she RSVP’d for the Partnership of Douglas County Governments Elected Officials Banquet, where she will represent SMFR and HRMD. Directors Shriver and Rausch are considering attending also.
- Director Anderson reported that the crew from Station 16 did an awesome job assisting her father when he fell and broke his hip at Windcrest on Saturday. Chief Baker noted that SDA President Ann Terry’s niece is an EMT at Windcrest and she says she loves working with the SMFR crews because they are always caring and gentle.
- Chief Baker provided the following information items:
 - The Lima property sold at the price the board suggested.

- He had brunch with former Director Laura Simon. She is doing really well, said to say hi to all, and she conveyed her pride in the organization.
- At the Board's direction to restructure to reduce the Fire Chief direct reports, the ETeam will discuss the new organizational chart which reduces the direct reports from 8-1 to 5-1 with the caveat that eight members will remain on the ETeam. A presentation will be made to the Board at the November meeting.
- 17 members of the Wildland Team are currently deployed to the Cameron Peak and August Complex fires.
- For the safety of our SWAT Medics, we will only support the Arapahoe and Douglas County teams on incidents in our District and to areas that we provide auto aid to volunteer and combination organizations. A letter will be sent to the Sheriffs in the next couple of days to explain the need to protect our members from the escalating civil unrest in Denver and Aurora.
- The board was notified when one of our Paramedics was assaulted back on September 9th. The Paramedic ended up having a setback requiring he go back into the hospital for multiple surgeries to drain the fluid from his lungs. An excerpt from his victim's witness statement was shared with a reminder that it is easy to get disassociated and this exemplifies the exposure faced by our crews every day.
- Congratulations to Engineer Brandon Howard (who was rock climbing, fell and badly dislocated one of his knees) who returned to duty last week. This injury would have been a career ender at any other fire department, but our fitness and wellness team used their experience and professional networks to find an out of the box solution. CCO Eckmann and her team will be working with the fitness and wellness team to create a video with Brandon and other members to talk about how they were able to come back to work after what would have normally been considered career ending injuries. Director Anderson, who has experience in healthcare, concurred that SMFR offers the "Cadillac" of programs like no other in the healthcare system.

EXECUTIVE SESSION (upon motion)

A motion as made by Albee and seconded by Shriver at 6:44 p.m. to convene to Executive Session to consult with Legal Counsel Pursuant to §24-6-402(4)(e), C.R.S., for the purpose of developing strategy for positions relative to matters that may be subject to negotiations, and instructing negotiators in regard to the SMFR – Local 2086 Working Agreement. All were in favor and the motion carried.

The special meeting reconvened at 7:39 p.m. with no action taken.

NEXT MEETING

The next Regular Board of Directors' meeting to be held on November 2, 2020, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO

ADJOURNMENT

Chair Albee adjourned the meeting at 7:40 p.m.

Attested by: James E. Albee Date: 11/02/2020