# SOUTH METRO FIRE RESCUE
# Regular Board of Directors' Meeting
# July 20, 2026 at 6:00 p.m.
# 9195 E. Mineral Avenue Centennial, CO 80112
# Mineral Board Room

1. **MEETING CALL TO ORDER**

2. **PLEDGE OF ALLEGIANCE**

3. **ROLL CALL**

4. **APPROVAL OF THE AGENDA**

5. **CONFLICT OF INTEREST DISCLOSURE**

6. **PUBLIC COMMENT**

   *Public Conduct at Meetings. Comments by members of the public shall be made only during the "Public Comment" portion of the meeting or a specified "Public Hearing," and shall be limited to three minutes per individual and five minutes per group spokesperson unless additional opportunity is given at the Board's discretion. Each member of the public wishing to speak shall identify themselves by name, address, and agenda item, if any, to be addressed. Disorderly conduct, harassment, or obstruction of or interference with meetings by physical action, verbal utterance, nuisance or any other means are prohibited. Such conduct may result in removal of person(s) responsible for such behavior from the meeting, a request for assistance from law enforcement, and criminal charges filed against such person(s).*

7. **CONSENT AGENDA**

   *Consent Agenda items are provided for study in the Board packets and introduced in the General Session for the Board's review. They can be adopted by a single motion. All resolutions and proposed actions must be read by title prior to a vote on the motion. Any Consent Agenda items may be removed at the request of a Director and heard separately or tabled.*

   N/A

8. **ACTION ITEMS**

   1. **Resolution No. 2026-08 Delegating Authority to the Fire Chief to Dispose of Surplus Personal and Real Property on Behalf of the District** – John Curtis, Fire Chief - South Metro Fire Rescue

   2. **Contract Approval for South Metro Fire Station 23 Shower Remodel (Crossland Construction)** –Berry Jones, Construction Manager – South Metro Fire Rescue

## 9. DISCUSSION/POTENTIAL ACTION ITEMS

*With a two-thirds (2/3) vote of the board members in attendance, the board has the discretion to amend the Agenda to move any Discussion/Potential Action Item to an Action Item.*

1. **South Metro Fire/State of Colorado Co-Ownership Arrangement (Mineral Building - 9195 E. Mineral Avenue, Centennial, CO 80112)** – Mike Dell'Orfano, Chief Government Affairs Officer – South Metro Fire Rescue; Renee Anderson, Vice Chair Board of Directors – South Metro Fire Rescue; Stephanie Corbo, CFO – South Metro Fire Rescue

2. **Financial Policy Update** – Mike Smith, Financial Planning & Analysis Manager – South Metro Fire Rescue

## 10. INFORMATION ITEMS

1. **Overtime Overview – Series #1** – Mike Burke, Division Chief, Operations Support – South Metro Fire Rescue

2. **Microsoft Dynamics 365 ERP Update Two Years After Implementation** – Stephanie Corbo, CFO - South Metro Fire Rescue

3. **Facilities Update** – Matt Weller, Deputy Chief, Internal Services – South Metro Fire Rescue

## 11. NEXT MEETING(S)

Regular Board of Directors' Meeting and Volunteer Pension Board Meeting to be held on August 3, 2026, at 6:00 p.m. at 9195 E. Mineral Avenue, Centennial, CO 80112

## 12. ADJOURNMENT


## Vision

A fire service leader setting the highest standards in prevention and emergency response services, positively impacting lives with every encounter.

## Mission

We save lives, protect property, and serve our community.

## Core Values Statement

Excellence through professionalism, accountability, compassion, and engagement.

## Key Focus Areas and Strategic Goals

PRIORITY 1

### Service Delivery

- Deliver the right resources to the right call at the right time
- Commit to innovative approaches that improve services
- Invest in infrastructure to enhance and support the delivery of services

PRIORITY 2

### Financial Health

- Responsible stewards of public funds
- Comprehensive long range financial planning

PRIORITY 3

### Organizational Health and Culture

- Hire, retain, develop, and grow the right people for the long term
- Expand on culture of caring for employees
- Remain aware of employee challenges and opportunities

PRIORITY 4

### Community Health and Safety

- Increase emergency preparedness across our communities
- Improve the prevention of crises

PRIORITY 5

### Partnerships

- Be an active, engaged member of communities and organizations we serve
- Pursue regional all hazards partnerships to reduce risk
- Influence collaborative policymaking at the local, state, and national levels

PRIORITY 6

### Communication and Engagement

- Enhance trust
- Develop strategies to make our communication more targeted and engaging
- Ensure we create and demonstrate value in our services

# BOARD OF DIRECTORS AGENDA ITEM
STAFF REPORT

**Meeting Date:** 7/20/2026

**Agenda Item Type:** Action Item

**Agenda Item:** Resolution No. 2026-08 Delegating Authority to the Fire Chief to Dispose of Surplus Personal and Real Property on Behalf of the District

**Submitted By:** John Curtis, Fire Chief

**Approved:** Board Finance Committee

## SUMMARY:
This Resolution delegates the Board's authority to dispose of surplus property to the Fire Chief with certain limitations.

## BACKGROUND:
Previous SMFR policies established parameters on the disposal of surplus property although it wasn't clearly stated when Board approval was required. As part of the clean-up and consolidation of financial policies, the disposal of property policy was clarified. Similar to the purchasing policy, it was also determined that the Board's delegation of authority to the Fire Chief should be formalized in a resolution. Resolution No. 2026-08 authorizes the Fire Chief to dispose of surplus property valued up to $100,000 without additional board approval. This limit aligns with the ability of the Fire Chief to spend unbudgeted funds up to $100,000. This resolution has been recommended by the Board's Finance and Audit Committee.

## FINANCIAL IMPACT:
This Resolution establishes thresholds for the Fire Chief and greater oversight from the Board in financial matters.

## STRATEGIC INITIATIVE:
Strategic Plan Key Focus Area #2: Financial Health includes a goal to be responsible stewards of public funds which is supported by the objective to standardize financial policies.

## RECOMMENDED ACTION/MOTION:
Recommended motion:

"I move to approve Resolution No. 2026-08 Delegating Authority to the Fire Chief to Dispose of Surplus Personal and Real Property on Behalf of the District"

## ALTERNATIVE OPTIONS:

The board may establish different parameters regarding the disposal of surplus property.

## ATTACHMENTS:

Resolution No. 2026-08 Delegating Authority to the Fire Chief to Dispose of Surplus Personal and Real Property on Behalf of the District

**SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT**

**RESOLUTION NO. 2026-08**

**DELEGATING AUTHORITY TO THE FIRE CHIEF TO DISPOSE OF SURPLUS PERSONAL AND REAL PROPERTY ON BEHALF OF THE DISTRICT**

WHEREAS, the South Metro Fire Rescue Fire Protection District ("District") is a quasi-municipal corporation and political subdivision of the State of Colorado; and

WHEREAS, pursuant to Section 32-1-1001(1)(h), C.R.S., the Board of Directors of the District (the "Board") is responsible for the management, control and supervision of all of the business and affairs of the District; and

WHEREAS, the Board hereby determines that it is convenient and appropriate for the Board to delegate authority to the Fire Chief to dispose of surplus personal and real property on behalf of the District, subject to the limitations contained in this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the South Metro Fire Rescue Fire Protection District, as follows:

1. **Delegation and Authorization to Dispose of Property**. Until revoked by the Board, the Board hereby delegates and authorizes the District's Fire Chief to dispose of surplus personal and real property without additional approval of the Board for estimated property values up to $100,000.

2. **Additional Delegation**. The Fire Chief may at his or her discretion, further delegate the authority to dispose of surplus personal and real property. Such delegations must be in writing and periodically reviewed in accordance with District policies.

3. **Repeal of Prior Resolutions**. All Resolutions of the Board inconsistent with this Resolution are hereby repealed to the extent of such inconsistency and all actions of the officers, agents and employees of the District which are in furtherance of or in conformance with the purposes and intent of this Resolution are hereby in all respects ratified, approved and confirmed.

4. **Severability**. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

5. **Effective Date**. This Resolution shall take effect and be enforced immediately upon its approval by the Board.

ADOPTED this 20th day of July, 2026.

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

By ____________________________________
Jim Albee, Chair

Attest:

____________________________________
Sue Roche, Secretary

# BOARD OF DIRECTORS AGENDA ITEM
## STAFF REPORT

**Meeting Date:** 7/20/2026

**Agenda Item Type:** Action Item

**Agenda Item:** Contract Approval for Station 23 Shower Remodel

**Submitted By:** Matt Weller, Deputy Chief of Internal Services

**Approved:** John Curtis, Fire Chief

### SUMMARY:

Work at Station 23 consists of a Shower Room Remodel accordance with the 2021 IEBC, including Electrical, Plumbing Mechanical, Fire Suppression and finish work.  An architectural firm provided detailed drawings of the renovation. Staff conducted a formal bid process to identify a general contractor to complete the repairs. This action item is to request formal approval to sign the contract for repairs with Crossland Construction.

### BACKGROUND:

This renovation will bring the 1987 facility up to current design standards, providing the correct number of showers/toilets for six fire fighters.  The new design revised the building layout to provide 4 individual unisex rooms with each having shower/restroom components.  Twelve bids were received and the lowest qualified bid came from Crossland Construction.

### FINANCIAL IMPACT:

The Total Project Budget is $350,000.
Soft Costs and Hazardous Materials testing costs of $29,210 have already been assigned to the project.
The contract value for this renovation is $259,000.
The remaining project budget will provide contingency.

### STRATEGIC INITIATIVE:

This action is critical to maintaining our infrastructure for operational readiness and the health and safety of our personnel, which supports the Strategic Plan’s goal: Service Delivery – Invest in infrastructure to enhance and support the delivery of services.

## RECOMMENDED ACTION/MOTION:

Recommended motion:

MOTION: I move to approve the Contract with Crossland Construction to provide the work to renovate the restrooms at South Metro Fire Rescue Station 23. I direct the Fire Chief or his designee to execute the necessary documents to implement this board action.

## ALTERNATIVE OPTIONS:

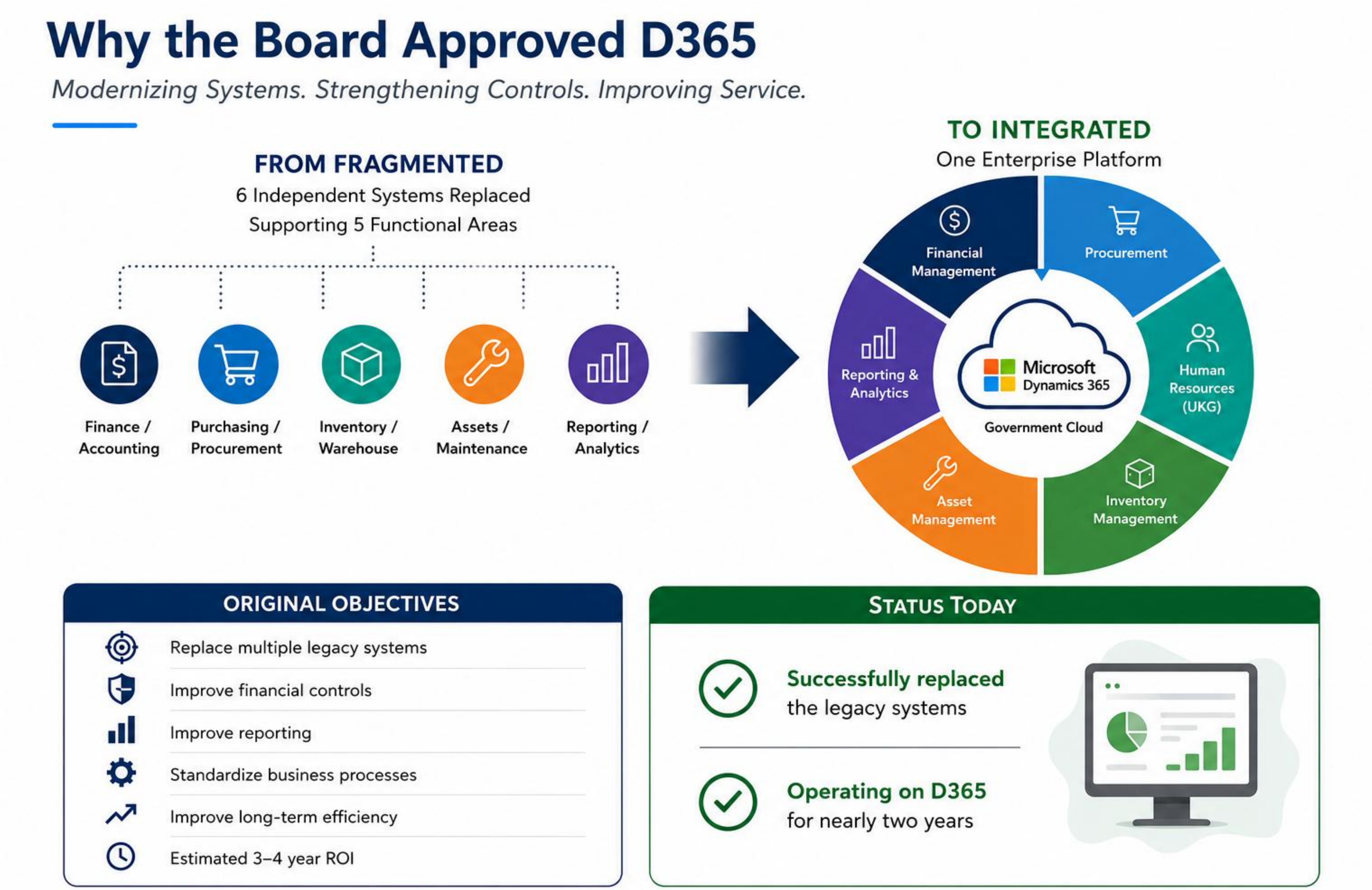
The board could choose not to accept the lowest qualified bid contract and direct staff to search for an alternative solution.

## ATTACHMENTS:

# South Metro Fire Rescue

Board of Directors
Microsoft Dynamics 365 ERP Update
Two Years After Implementation
July 20, 2026

# Looking Back



# What We Learned

# Lessons Learned

*Key Takeaways from Our First Two Years*

## GOVERNANCE

ERP requires continuous ownership.

## STAFFING

Dedicated functional and technical resources are essential.

## SUPPORT

Implementation support differs from long-term optimization.

## CONTINUOUS IMPROVEMENT

ERP systems require ongoing investment rather than one-time implementation.

We now have a much clearer understanding of what is required to successfully operate an enterprise ERP.

# Where We Are Today – The Problem

# Management's Evaluation

## What We Did About It

*A deliberate process to determine the best path forward for the District.*

### 1 Challenges

- Implementation and configuration challenges
- High break/fix support needs
- Limited capacity for improvements
- Heavy dependence on consultants
- Inexperience Partner/turnover
- Updates break current functionality

### 2 Independent RFI

- Evaluated replacing D365
- Evaluated staying with D365
- Evaluated implementation partners

**Proposals Received:**
12 System and
2 D365 Consultants

### 3 Market Evaluation

- Reviewed leading ERP vendors
- Compared capabilities and costs
- Assessed implementation approaches

### 4 Peer Benchmarking

- Benchmarked staffing models
- Reviewed public-sector organizations
- Analyzed support models and outcomes

- **Participated in Nationwide D365 Meetings**
- **Met with other agencies that use D365 that weren't experiencing our same problems.**

### 5 Recommended Path Forward

- Retain D365 as the District's ERP
- Transition to a new implementation partner
- Focus on optimization, knowledge transfer, and continuous improvement

Through a thorough and independent evaluation, management concluded that **optimizing our D365 investment provides the best value for the District.**

# What We Learned from Market & Peer Research

## Evaluated Options through the RFI process to determine Right Software? Right Partner? Right In-House Support?

| REPLACE ERP | OPTIMIZE D365 |
|---|---|
| New implementation | New Partner and Systems Architect & Finance Support (completed) |
| New data conversion | Existing data retained |
| 18–24 month project | Immediate improvements |
| Breaks, lack of training, lack of views | Minimal disruption |
| $2M – $6M investment | Up to ~$400K over two years additional for assessment, optimization and whare solution. Ongoing annual costs ~$110K after optimization. |

The Market Evaluation and Peer Benchmarking confirmed that no software is perfect and D365 is the right platform with a strong solution that is working well for many other governments. With in-house support resolved, **the opportunity is changing partners.**

# The Next Phase

## D365 Right Software

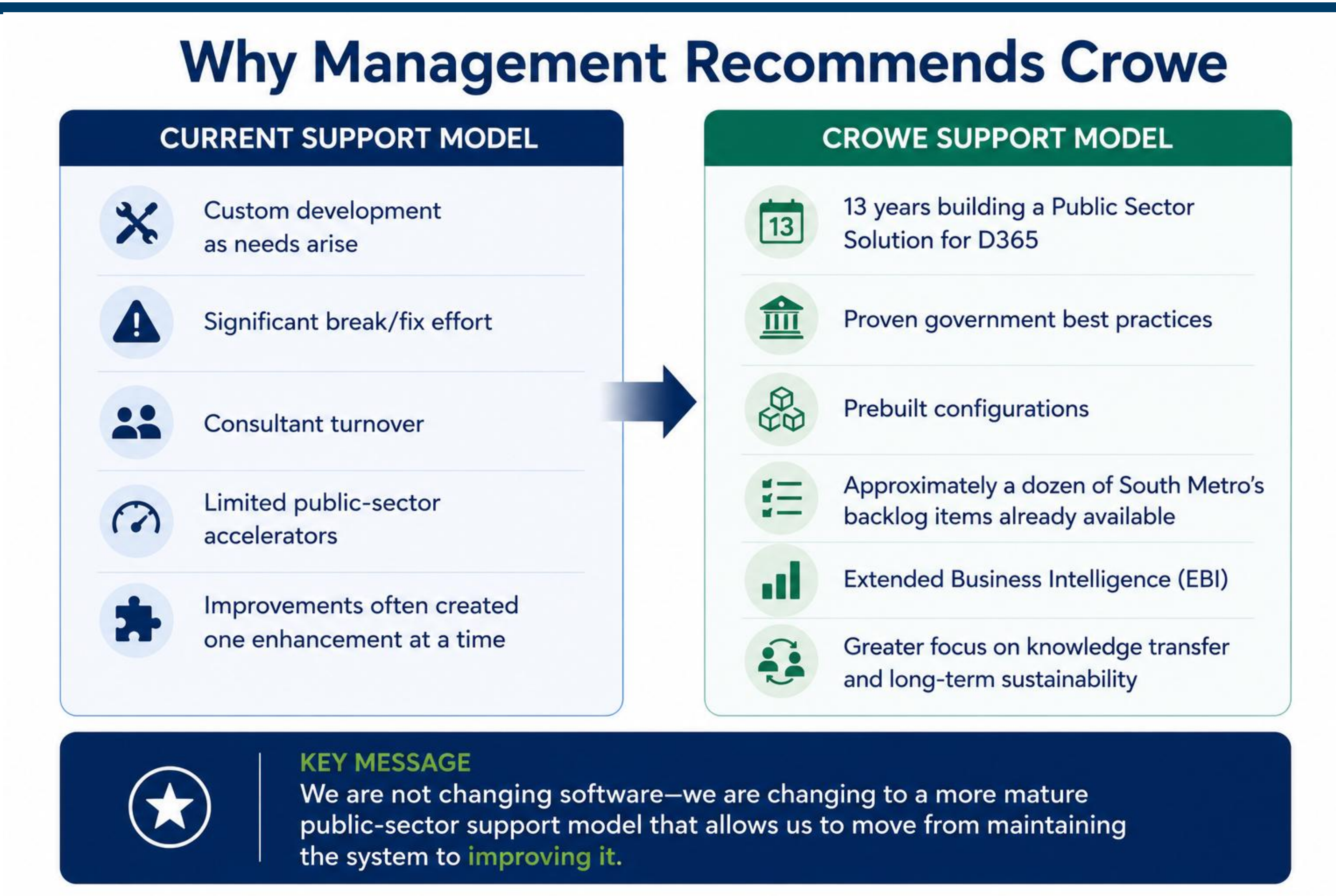
# From Implementation to Optimization

Evolving from maintaining the system to maximizing its value for the District.

| CURRENT PARTNER | FUTURE PARTNER |
|---|---|
| Break / Fix | Continuous improvement |
| Custom development | Knowledge transfer |
| Limited improvement capacity | Public-sector best practices |
| Confirmed what we expected | Improved reporting |

We are moving from a reactive approach to a proactive model that drives long-term value and performance.

# Recommendation



# Looking Ahead

## 2026

**Current ERP support budget**
**$70,000 (Fully Spent)**

**Transition to Crowe**
**$190,000 in 2026** (includes base level license and break/fix)

### Status
We have fully spent our $70K budget on break/fix and are not able to make any improvements.

### As a result
We would need an additional **$150,000 in 2026** to continue operations with minimal improvements (1 or 2 at most).

### Remaining Need in 2026
To continue to work on our optimization and break/fixes
**$150,000** additional in **2026**

### 2026 Includes
- ✓ Base level license and break/fix support
- ✓ Assessments and transition to a product
- ✓ Provides us with **12 known improvements** from where we are with their already built solution

### Ongoing Annual Base Support with Crowe
$138,000 per year

### Additional Investment After Initial Assessments
- 2027: Inventory warehouse solution optimization – $70,000
- 2027 and Beyond: Up to $162,000 per year for additional optimization (planned after initial assessments are completed)

**THREE-YEAR COST COMPARISON**

| | CURRENT ERP SUPPORT (RSM) | TRANSITION TO CROWE | WHAT WE GET |
|---|---|---|---|
| 3-YEAR TOTAL INVESTMENT | $220,000 per year x 3 years = $660,000 total | $675,000 total (3-year investment) | • Inventory warehouse solution (not included in current support) • 12 known improvements with already built solution |
| SUMMARY | Fully spent budget with no improvements. Additional $150,000 needed in 2026 just to maintain operations with minimal improvements (1 or 2 at most). | Comprehensive solution with base support, inventory optimization, and 12 known improvements not available in current support. | Stabilize and optimize with a proven solution that delivers more value over 3 years. |

# Next Steps

- **Validated that Microsoft Dynamics 365 is the right long-term ERP platform** through an independent RFI, market evaluation, and peer benchmarking.
- **Transition to a new implementation partner (Crowe)** to leverage proven public-sector expertise, prebuilt solutions, and a sustainable support model.
- **2026 ERP support budget fully expended** on production support, Microsoft updates, and break/fix activities.
- **2026 Funding Need**
  - **$150,000** to continue operating with the current partner (primarily break/fix with limited improvements), **or**
  - **$190,000** to transition to Crowe, including implementation support, assessments, and immediate delivery of approximately **12 known system improvements** through their prebuilt public-sector solution.
- **August 3 Board Meeting:** Management will request approval to transition to Crowe and the associated 2026 budget appropriation and ability to sign contract for 3 years.

***The software is not the issue. Our due diligence confirmed D365 is the right platform. The opportunity is to transition to the right long-term partner so we can move from maintaining the system to optimizing it and realizing the value originally envisioned by the Board.***

# Questions?

BRITTANY PETTERSEN
7TH DISTRICT, COLORADO

348 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-2645

Congress of the United States
House of Representatives
Washington, DC 20515–0607

June 23, 2026

Fire Chief John Curtis
South Metro Fire District
9195 E Mineral Avenue
Centennial, CO 80112

Dear John,

I would like to express my heartfelt appreciation for your involvement in our Wildfire Conversation on June 15th, 2026. Your support and participation in this conversation were deeply appreciated. It was an honor to meet with you to discuss our shared work to keep our communities safe from wildfires.

I am sincerely grateful for your service and leadership in our community. I look forward to our further collaboration as I fight for constituents in the 7th Congressional District.

Thank you again.

Sincerely,

Brittany Pettersen

Brittany Pettersen (CO-07)
Member of Congress

**COLORADO**
**Division of Criminal Justice**
Department of Public Safety
Division of Criminal Justice
700 Kipling Street, Suite 1000
Lakewood, CO 80215

Tyson Hungerford and Mary Friedman
South Metro Fire Rescue
Public Health Program
9195 E Mineral Avenue
Centennial, CO 80112

May 20, 2026

Tyson Hungerford and Mary Friedman,

On behalf of the Division of Criminal Justice (DCJ), I would like to extend my sincere gratitude for the invaluable contribution you both shared as panelists at the Colorado Crisis SIM Summit on April 7, 2026.

The expertise and insights you both provided were essential to the success of the Summit. The discussion you both led on field first responder approaches to crisis response provided our attendees with crucial perspectives on navigating the complexities of crisis response as a fire protection district in a diverse community and the varying needs and challenges South Metro Fire Rescue faces when responding to behavioral health crises. Furthermore, participants were able to understand the growing needs your team is addressing from our elderly and geriatric community members aging in place. The feedback we have received confirms that your participation was one of the most highly valued components of the event.

The Summit's goal was to facilitate meaningful dialogue and share best practices to enhance Colorado's behavioral health crisis response system. South Metro Fire Rescue willingness to share your time and knowledge significantly advanced this mission.

Thank you once again for your organization's commitment to improving public safety and crisis response in our state. We deeply appreciate your partnership and look forward to future opportunities for collaboration.

Sincerely,

Matt Lunn, PhD
Director, Division of Criminal Justice (DCJ)
Colorado Department of Public Safety