

South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
April 20, 2026

ATENDEES:

Present:

Board

Jim Albee, Chair
Renee Anderson, Vice Chair
William Shriver, Treasurer
Sue Roche, Secretary
Kevin Leung, Director
Rich Sokol, Director -
Phil McCart, Director

SMFR Executive Team

John Curtis, Fire Chief
Mike Dell'Orfano, Chief Government Affairs Officer
Kristin Eckmann, Deputy Chief - Communications
Matt Weller, Deputy Chief – Internal Services
Stephanie Corbo – CFO Finance
Camie Chapman, Chief Human Resources Officer
Jake Mayhew, Deputy Chief - Operations
Allison Ullmer, Legal Counsel

Other Attendees

SMFR Staff
Kate Watkins, State of Colorado

MEETING CALL TO ORDER

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

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance to the Flag of the United States of America was recited.

ROLL CALL

All board members were in attendance and present.

APPROVAL OF THE AGENDA

Motion: Director Sokol motioned to approve the agenda as presented. Director Shriver seconded the motion to approve. 7 were in favor, 0 opposed. The motion carried.

CONFLICT OF INTEREST DISCLOSURE

Chair Albee asked if there were any changes to conflict of interest affirmation:

- Director McCart – no changes
- Director Roche – no changes
- Director Anderson – no changes
- Chair Albee- no changes
- Director Shriver – no changes
- Director Sokol – no changes
- Director Lueng – no changes

PUBLIC COMMENT

There was no public comment

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CONSENT AGENDA

N/A

PRESENTATIONS

State of Colorado Demographics –_Kate Watkins, State Demographer, State of Colorado, Department of Local Affairs: - Kate Watkins, State Demographer presented a demographic outlook for Arapahoe, Douglas, and Jefferson Counties, highlighting slowing population growth driven by declining birth rates and an aging population. Growth in the region is increasingly dependent on net migration, with Front Range communities continuing to lead statewide growth. The population is becoming more diverse, with significant increases projected in the 65+ and 80+ age groups, while school-age populations are expected to remain flat or decline in the near future. These trends are expected to impact on workforce availability, housing demand, service needs, and tax revenues. The presentation emphasized the importance of planning for long-term shifts in population, economic conditions, and housing affordability, as well as preparing for variability in future growth due to external factors such as migration patterns, economic cycles, and policy changes.

DISCUSSION/POTENTIAL ACTION ITEMS

Fire Marshals' Office Overview/Fire Code Overview - Tyler Everitt, Fire Marshal, South Metro Fire Rescue and Rich Conroy, Deputy Fire Marshal, South Metro Fire Rescue presented an overview of operations, workload, and the proposed adoption of the updated International Fire Code (IFC) with local amendments. The presentation highlighted 2025, completion of thousands of plan reviews, inspections, and compliance activities, maintaining performance benchmarks such as five-day plan review turnaround, next-day inspections, and 24/7 fire investigation coverage. Fire Marshal Everitt emphasized that formal adoption of the fire code, as authorized under Colorado Title 32, provides enforceable authority for inspections, plan reviews, and investigations, while addressing emerging risks such as EV charging, solar systems, and lithium-ion batteries. The proposed adoption includes updated appendices related to fire flow, hydrant placement, apparatus access, and new amendments for specialized risks. He also noted the importance of maintaining consistency with municipal partners transitioning to the 2024 IFC and recommended Board approval at the May 4, 2026 meeting to support community safety and operational effectiveness.

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DISCUSSION/POTENTIAL ACTION ITEMS (cont.)

South Metro Fire Rescue Board Districts Mid-Census Update – Mike Dell’Orfano
Government Affairs Chief presented a mid-census update on Board of Director district populations, as board policy requires staff to provide an update at around 5 years since the last census. The presentation overviewed registered voter population changes from 2019 to 2025. The analysis showed varying growth across board districts, with increases ranging from 0.5% to 14.4% (most growth occurring in board districts located in Douglas County), resulting in an overall variance of approximately 14.2% between districts. Chief Dell’Orfano reiterated redistricting principles, including maintaining close population totals, contiguity, and preservation of communities of interest, and noted that redistricting may occur at the Board’s discretion throughout census cycle, but no more frequently than 4 years. The update was provided for informational purposes and to seek Board direction regarding any potential future redistricting considerations. It was collectively agreed upon that a “wait-and-see” approach will be taken over the next five years to align with the regular census and election cycle, as the overall variance was not concerning at this time, and conducting this analysis requires significant internal and external resources.

INFORMATION ITEMS

Correspondence items in the Board’s packet are summarized below as well as other information items that were communicated:

South Metro Fire Facilities Update – Matt Weller, Deputy Chief, South Metro Fire Rescue, provided an update for the Internal Services division starting with the introduction of Berry Jones, SMFR’s new Manager of Construction and Facilities Planning. Chief Weller also presented on the 2026 facilities projects and upcoming design efforts, including the status of the proposed Fleet/Logistics facility. He also updated that Battalion 4 has been temporarily relocated from Station 41 to Station 45 due to structural issues, and that project is currently out to bid with Board approval anticipated following bid review. The Internal Services/Facilities Teams are currently conducting facility walkthroughs with Station Captains to identify and prioritize maintenance needs and inform an updated Facility Condition Assessment of all stations. Chief Weller also updated on Station 16 and Station 33, both of which have aging infrastructure and do not meet current standards for staffing, to include bathrooms, and sleeping accommodations, with design scope and architect selection underway. Additional efforts include evaluating current and future space needs at Mineral, including security, operations, training, technology, and Department Operations Center capabilities, as well as ongoing planning for basement renovations. Chief Weller reported progress on the Fleet/Logistics facility planned development property search, including developer outreach, site tours, preliminary design concepts, and cost proposal development. Lastly, an evaluation team has been established to assess the upcoming 2027 FBI lease renewal at Mineral Headquarters and to determine how that space aligns with the district’s current and future facility needs.

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Remarks:

Chief Curtis presented the strategic staffing plan developed through a comprehensive, data-driven, in-depth analysis by the Executive Team aligned with the District's Strategic Plan. The plan identified operational gaps, workload demands, and service delivery needs, resulting in the recommendation of several new positions to support organizational growth and efficiency. The roles included a 911 Emergency Systems Manager, D365 Systems Architect, Learning and Development Manager, Fire Inspector, Risk Management Analyst, Community Risk Reduction Specialist, and Financial Planning & Analysis Analyst. Approximately six positions are included in the 2026 budget, with an additional position anticipated in 2027, and hiring to be phased beginning mid-year. Director Leung and Chair Albee expressed interest in ongoing benchmarking and evaluation to ensure appropriate staffing levels and to allow for necessary adjustments that support operations, improve efficiency, and sustain high-quality service to the community. Chief Curtis reassured the Board that these priorities are aligned with the decision.

Chief Dell'Orfano updated on the Accreditation process, stating it is underway with all documentation submitted and waiting for confirmation on a site visit date from the assessor panel, which is anticipated to be at the end of May, beginning of June. The site visit will include a four-day stay here at headquarters visiting stations, a special site visit to potentially Centennial Airport, windshield tour of the district, the final approval/disapproval meeting on the last day, and a final commissioning hearing around the 2nd week of August. This hearing would include at least one board member sitting with the team. There may be a remote broadcast for that hearing. Chief Dell'Orfano also reported that Strategic Services and several other representatives gave an online presentation to the peer assessors last week to give a virtual tour of the district, and insight into the standard of cover, which went well. More details to come as we get them.

Chief Mayhew updated two significant house fires in Station 23's district that went well and nobody was injured during the events.

Deputy Chief Eckmann reported that the new SMFR website launched on April 22, 2026. Users are encouraged to clear their browser cache and cookies to ensure they are viewing the most up-to-date version. While minor adjustments will continue as part of the transition, the site features an improved design and several new tools, including innovative ADA compliance features.

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Remarks (cont.):

CFO Corbo reported that the Finance Auditors are on site and working through the audit, which is anticipated to be put in front of the Finance and Audit Committee on May 18th and presented to the Board on June 1, 2026. CFO Corbo also updated on the continual ERP system challenges, noting that an RFI was issued to evaluate system performance, current consulting support, and whether Microsoft Dynamics 365 remains the appropriate platform. Initial feedback indicates configuration issues with the current consultant, and further review is underway. Additional staffing needs to support ERP functions were identified. She also reported on Finance's procurement improvements and related savings, including a 50% reduction in fees for the pension investment advisor, and noted that an RFP has been issued to evaluate the current record keeper.

Vice Chair Anderson reported that both the Fire Chief's Performance and Salary Committee and the Community Outreach Committee have held productive meetings, generating strong ideas as they prepare for the close of the first half of the year. Discussions have included potential initiatives and opportunities to implement elements of the new strategic plan, including presentations to our city/county partners to highlight the plan and the use of our voter-approved revenues.

Director Shriver expressed appreciation to South Metro Fire Rescue for their generosity in supporting the Rotary of Parker fundraiser, including the donation of a ride-along experience and a station visit.

Director Leung wanted to extend special thanks to South Metro Fire Rescue for all their work at the STEM School and extended the invitation to the STEM School Highlands Ranch Remembrance and Resiliency Community Walk on May 7, 2026, from 10:00a.m. to 1:00 p.m. to honor the community's strength.

Secretary Roche announced that she will be absent for the May 18th board meeting.

Fire Marshal Tyler Everitt reported that a final arrest and conviction was secured on March 31, 2026, in connection with the arson at The Sports Book and Hibachi in Centennial.

ACTION ITEMS

N/A

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NEXT MEETINGS

Regular Board of Directors' and Pension Board Meeting to be held on May 4, 2026, at 6:00p.m. at 9195 E. Mineral Avenue, Centennial, CO 80112.

ADJOURNMENT

Chair Albee adjourned the meeting at 8:48 p.m.

Attested by: 

Date: May 4, 2026