



**SOUTH METRO FIRE RESCUE
Regular Board of Directors' Meeting
August 3, 2026 at 6pm
South Metro Fire Rescue
9195 E. Mineral Avenue, Centennial, CO 80112**

- 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.

- 1. June 1, 2026, South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes**
- 2. June 15, 2026, South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes**
- 3. July 20, 2026, South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes**

8. PRESENTATIONS

Crowe, LLP: Microsoft D365 Consultant – Tom Reznicek

9. ACTION ITEMS

1. **Resolution 2026-09: A Resolution Authorizing Staff to Secure the Services of Crowe, LLP for the Support of Microsoft D365 Enterprise Resource Planning Financial Software-** Stephanie Corbo, CFO – South Metro Fire Rescue

10. 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. **Strategic Plan Update** – Mike Dell'Orfano, Chief Government Affairs Officer – South Metro Fire Rescue
2. **2027 Budget Update** – Stephanie Corbo, CFO – South Metro Fire Rescue

11. INFORMATION ITEMS

N/A

12. IGA Update

N/A

13. NEXT MEETING(S)

Regular Board of Directors' Meeting to be held on August 24, 2026, at 6:00 p.m. at 9195 E. Mineral Avenue, Centennial, CO 80112.

14. 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 4



Community Health and Safety

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

PRIORITY 2



Financial Health

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

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 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 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



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 1, 2026, at 6:00 p.m.

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

MEETING CALL TO ORDER

Chair Albee called the Regular 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

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 CONSENT AGENDA

Director Leung requested the consent agenda items be heard separately.

1. May 4, 2026, South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes.

Motion: Director Shriver motioned to approve May 4, 2026, meeting minutes as presented, Vice Chair Anderson second, 7 were in favor and 0 opposed. The motion carried.

2. May 18, 2026, South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes.

Motion: Director Sokol moved to approve May 18, 2026, meeting minutes as presented. Director Shriver seconded the motion. Director Leung abstained from voting due to his excused absence from the May 18, 2026, meeting. The motion carried, with 6 votes in favor, 0 opposed, and 1 abstention.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 1, 2026, at 6:00 p.m.

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 Leung – no changes

PUBLIC COMMENT

There was no public comment

PARTNER UPDATE

1. City of Centennial - Steve Carmine, District 2 Council Member provided updates on several city initiatives, including recent annexations, roadway and pedestrian improvement projects, and ongoing infrastructure enhancements. Notable projects include the Colorado Boulevard multimodal corridor improvements and a trail underpass project along Arapahoe Road intended to improve pedestrian and bicycle connectivity.

Councilman Carmine also discussed the City's long-term financial outlook. Centennial currently maintains one of the lowest sales tax rates in the metro area and operates without debt, historically utilizing a "save and pay" approach for capital projects. Due to increasing infrastructure needs and aging assets inherited from Arapahoe County, City Council is considering a potential 1% sales tax increase that may be referred to voters in November 2026. If approved, the increase would support ongoing maintenance, public safety services, infrastructure improvements, and future capital projects while keeping the City's tax rate below the regional average. He also engaged with Board members regarding the potential ballot measure, infrastructure funding needs, affordable housing initiatives, and other development-related matters within the city.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 1, 2026, at 6:00 p.m.

ACTION ITEMS

1. South Metro Fire Rescue Fire Protection District 2025 Annual Comprehensive Financial Report
Marina Takacs, Accounting Manager – South Metro Fire Rescue, presented the South Metro
Fire Protection District Annual Comprehensive Financial Report including the CAM Expense Summary.

Lisa Horn and Anna Thigpen of Forvis Mazars presented the District's **2025 Annual Financial Audit** results. The auditors reported that they expect to issue an unmodified ("clean") audit opinion, indicating that the District's financial statements are fairly presented in all material respects. They also issued the required reports on internal controls and compliance in accordance with Government Auditing Standards. The auditors reported no matters of concern related to significant accounting policies, alternative accounting treatments, or proposed audit adjustments. Significant accounting estimates reviewed included pension and OPEB liabilities, investments, compensated absences, incurred-but-not-reported claims liabilities, and valuation of contributed goods and services. Related party disclosures were also reviewed. One management letter comment was noted regarding system access controls within Dynamics 365. An accountant retained administrative-level access following system implementation. Auditors recommended limiting privileged system administrator access to IT personnel and implementing additional monitoring controls to ensure appropriate segregation of duties.

Director Sokol requested an editorial revision to the ACFR and replace the current residential property tax assessment chart with a chart showing both residential and commercial property tax assessments. Staff stated that these changes will be investigated to include the request.

Motion: Chair Albee moved to modify the agenda to move the South Metro Fire Rescue Fire Protection District 2025 Annual Comprehensive Financial Report to an action item. Director McCart seconded. 7 were in favor 0 opposed. The motion carried.

Motion: Vice Chair Anderson moved to approve the South Metro Fire Rescue Fire Protection 2025 Annual Comprehensive Financial Report with requested changes. Secretary Roche seconded, all in favor 0 were opposed. The motion carried.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 1, 2026, at 6:00 p.m.

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 Rescue Building Rental Fund/Common Area Maintenance (CAM) Expenses Mineral Headquarters – Marina Takacs, Accounting Manager – South Metro: The Common Area Maintenance (CAM) Expenses Mineral Headquarters expense summary was presented as part of the Annual Comprehensive Financial Report (ACFR) discussion.
2. Facilities Update – Matt Weller, Deputy Chief; Berry Jones, Construction Manager, South Metro Fire Rescue: A facilities update was presented to the Board and staff by Chief Weller and Berry Jones, including the status of ongoing construction and facility planning projects, consultant selection procedures, and project delivery methods for future capital projects.

Project status is listed below:

Station 41 Structural Repair: Palace Construction was selected as the contractor with a bid of \$101,795.09. The Board approved the contract on May 18, 2026, and a pre-construction meeting was scheduled for June 3, 2026.

Station 23 Bathroom Renovation: The project is currently out for bid, with a pre-bid conference scheduled for June 11, 2026, and bid opening on July 2, 2026.

Stations 33 and 16: Construction Management is initiating the consultant selection process and needs assessment to evaluate future station needs, operational requirements, and lessons learned from previous station projects. Project delivery methods under consideration include Design-Bid-Build, Construction Manager/General Contractor (CMGC), and Design-Build.

Mineral Building Projects: Construction Management/Facilities is conducting a comprehensive assessment of current and future space needs, including security, technology, training facilities, emergency operations capabilities, and shared-use spaces. Mineral Basement Phase 1 improvements for the Clinic, IT, and Wellness areas are underway, while Phase 2 planning for Dispatch and training room renovations continues. Evaluation of the FBI lease renewal is also in progress.

Sterling Ranch and Fleet/Logistics Facility: A site has been identified for a new station in Sterling Ranch. The site is currently in the planning process.

There is an ongoing evaluation of partnership opportunities and potential sites for a future fleet and logistics facility. Meetings have been completed with regional partners, and multiple site options are being evaluated based on location, cost, fee structure, and project schedule. Development proposals and recommendations will be presented to the Board at a future meeting.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 1, 2026, at 6:00 p.m.

INFORMATION ITEMS

(Correspondence items in the Board's packet are summarized below as well as other information items that were communicated)

Chief Dell'Orfano provided an update on the accreditation review process, thanking the Board members who were able to attend the district tour and dinner, as well as the opening presentation that morning. He reported that the first day of the site visit went very well. He thanked the Board members who participated in meetings with the accreditation team and noted that their involvement was beneficial to the overall evaluation process. The accreditation team will present its final recommendations and determination regarding reaccreditation at a wrap-up meeting scheduled for Thursday morning 06/04/26 at 8:00 a.m. Preliminary feedback received from the evaluators has been positive, with only minimal comments identified during the review.

Chief Curtis reported that he recently participated in an event with U.S. Senator Michael Bennet and representatives from the Nancy Gardner School to discuss the Multi-Cancer Early Detection Screening Act, which received bipartisan support and was signed into law in February 2026. He noted that the legislation provides an important opportunity to increase awareness of cancer prevention and early detection, particularly within the fire service. Chief Curtis emphasized the importance of advancing early detection efforts for firefighters and supporting the long-term health and wellness of District personnel. He also shared that Senator Bennet expressed appreciation for the work being performed by South Metro Fire Rescue in service to the community. He also shared that the CEO of the Colorado Bioscience Association is the sister-in-law to our fallen fighter Tony Palato. The Colorado Bioscience Association is a non-profit organization in support of the legislation.

Chief Curtis announced the second big recognition ceremony of the year will be on June 18, 2026, at Arapahoe Community College at 6pm and participation is encouraged.

Lastly, Chief Curtis informed the Board of the unexpected passing of Facilities Engineer Kevin Winter. He shared that Kevin Winter joined South Metro Fire Rescue in 2020 after a career with FedEx and was widely respected throughout the organization for his dedication, work ethic, and willingness to assist others. Chief Curtis noted that Kevin Winter's loss has been deeply felt across the district and that the organization is focused on providing support to his family, colleagues, and employees during this difficult time. Kevin was known to always help when he had a chance, therefore this has been a tremendous loss around the whole organization. Chief emphasized that the support is extended by the organization to his family, as well as organizationally.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 1, 2026, at 6:00 p.m.

INFORMATION ITEMS (cont.)

Chief Eckmann announced that the District's annual Remembrance Ceremony will be held on June 20, 2026, at 9:00 a.m., she noted that the ceremony time was moved from 11:00 a.m. to 9:00 a.m. to accommodate warmer summer temperatures. Chief Eckmann also reported that South Metro Fire Rescue received the AdventHealth Choose Safe Award in recognition of the Community Risk Reduction (CRR) team's partnership with Chaparral, STEM School Highlands Ranch, and Ponderosa High Schools. Through this program, students develop peer-led traffic safety awareness campaigns focused on reducing motor vehicle crashes and injuries among high school students. Chief Eckmann recognized CRR team members Colleen Polton and Katie Becker for their leadership and contributions to the initiative. She further noted that the South Metro Safety Foundation was also recognized for its support of the program. Chief Eckmann notified the Board that the PIO Team will be going around taking photos for the new website which will include new photos of the Board. More information is to come as to when those photos will be taken.

Mark Dzenglewski thanked District leadership for including union representatives in the accreditation process, noting that participation provided valuable insight into the accreditation review and enabled representatives to better communicate the process and its benefits to union members. He also reported that personnel remain actively engaged in emergency response operations, training activities, academy programs, and promotional processes, and commended members for their continued hard work and dedication. Mark Dzenglewski also noted that our crews conducted a significant dog rescue recently of a Yorkie Terrier "Hank the Tank" that hit national news and YouTube.

Director McCart shared information from a recent research paper examining potential links between nitrate exposure and firefighter health. The study explored possible mechanisms that may contribute to the elevated risk of heart disease among firefighters and highlighted ongoing research into occupational health risks within the fire service. He also provided information regarding the upcoming annual Fire Truck Festival in Littleton, a community event supported by a local nonprofit organization. The event includes a bicycle donation program that provides free bicycles to children and families in need, and community members were encouraged to support the effort through bicycle donations.

Vice Chair Anderson notified the Board and Staff that for the next four months at the intersection of Highlands Ranch Parkway and Broadway construction will be underway to update the intersection, as well as installing a new stoplight at the senior center, as well as a stop light at John Styles by the Schwab building.

Director Sokol commended South Metro Fire Rescue personnel for their response to a significant residential structure fire that occurred within the district in his neighborhood. He noted the complexity of the incident, which involved extensive fire damage and a subsequent reignition the following morning. Director Sokol praised the professionalism, training, and expertise demonstrated by responding crews and shared that several community members had expressed their appreciation and admiration for the exceptional work performed by District personnel during the incident.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 1, 2026, at 6:00 p.m.

EXECUTIVE SESSION

1. Chair Albee moved to go into executive session pursuant to Section 24-6-402(4)(b), C.R.S. for the purpose of a conference with the District's legal counsel regarding specific legal questions pertaining to Cordova V. South Metro at 8:25 p.m. Vice Chair seconded the motion. 7 were in favor 0 opposed. The motion carried. The executive session ended at 8:39 p.m. with no further action taken.
2. Chair Albee moved to go into executive session pursuant to §24-6-402(4)(f), C.R.S., for discussion of a personnel matter involving the performance review and compensation of the Fire Chief, who has been notified of the executive session and has consented to it at 8:40 p.m. Secretary Roche seconded the motion. 7 were in favor, 0 opposed. The motion carried. The executive session ended at 9:18 p.m. with no further action taken.

NEXT MEETINGS

Regular Board of Directors' Meeting to be held on June 15, 2026, at 6:00 p.m. at **Arapahoe County Adult Protection Services Facility 1690 W. Littleton Boulevard, Littleton, CO 80120 in the Oak Room.**

ADJOURNMENT

Chair Albee adjourned the meeting at 9:18 p.m.

*****SIGNATURE PAGE FOLLOWS*****



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 1, 2026, at 6:00 p.m.

Signature Page Only

The foregoing minutes of the Board of Directors Meeting held on _____, were approved by the Board of Directors on _____

Attested by: _____ Date: _____



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 15, 2026, at 6:00 p.m.
Arapahoe Community Adult Protection Services
1690 W. Littleton Blvd, Littleton, CO 80120

ATENDEES:

Board of Directors Present

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

SMFR Executive Team Present

John Curtis, Fire Chief
Mike Dell'Orfano, Chief Government Affairs Officer
Stephanie Corbo – CFO Finance
Camie Chapman, Chief Human Resources Officer
Kristin Eckmann, Deputy Chief Community Services
Bob Cole, Legal Counsel

Board of Directors Absent (Excused)

William Shriver, Treasurer

SMFR Executive Team Absent (Excused)

Matt Weller, Deputy Chief – Internal Operations
Jake Mayhew, Deputy Chief - Operations

Other Attendees

SMFR Staff
Linley Severson, Arapahoe County, Adult Protection Services Program Supervisor
Christen Mason, Arapahoe County Adult Protection Services Supervisor
Aaron Allen, Arapahoe County Community Development and Prevention Adult Protection Consultant

MEETING CALL TO ORDER

Chair Albee called the Regular 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

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 except for Treasurer Shriver.

APPROVAL OF THE AGENDA

Motion: Director Leung motioned to approve the agenda as presented. Secretary Roche seconded the motion to approve. 6 were in favor, 0 opposed. The motion carried.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 15, 2026, at 6:00 p.m.
Arapahoe Community Adult Protection Services
1690 W. Littleton Blvd, Littleton, CO 80120

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 – absent
- Director Sokol – no changes
- Director Leung – no changes

PUBLIC COMMENT

There was no public comment

CONSENT AGENDA

N/A

PRESENTATIONS

1. Arapahoe County Public Health Program – Adult Protection Services: The June 15, 2026, regular Board of Directors Meeting was held at Arapahoe County Human Services Adult Protective Services located at 1690 W. Littleton Blvd, Littleton, Colorado 80120 at 6:00 p.m. The meeting commenced with a presentation from the Adult Protection Services Team; Linley Severson, Program Supervisor, Christen Mason, Adult Protection Supervisor, and Aaron Allen, Community Development and Prevention Adult Protection Consultant.

Representatives from Arapahoe County Human Services presented an overview of Adult Protection Services (APS) and the Prevention Program. The presentation highlighted demographic trends affecting service demand, including the county's growing older adult population, increasing homelessness among seniors, and other factors contributing to vulnerability among at-risk adults. Staff reviewed APS referral data, noting the volume of referrals received, screening and assignment processes, and the role of prevention services in addressing concerns that do not meet statutory criteria for a formal APS assessment or investigation.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 15, 2026, at 6:00 p.m.
Arapahoe Community Adult Protection Services
1690 W. Littleton Blvd, Littleton, CO 80120

PRESENTATIONS (cont.)

1. Arapahoe County Public Health Program (cont.):

The presenters explained the APS response process, including traditional and alternative response tracks, risk assessments, investigations, and the Community Development and Prevention Program's efforts to connect adults, families, and community partners with available resources and support services. APS's core principles of self-determination, consent, and least restrictive intervention were discussed, emphasizing the importance of respecting an individual's right to make decisions when they have the capacity to do so. The presentation also outlined the limitations of APS authority, including its inability to compel services for competent adults who choose to decline assistance.

2. Public Health and Adult Protective Services – Mary Friedman, LCSW; Tyson Hungerford, Community Paramedic – South Metro Fire Rescue, presented an overview of the partnership between South Metro Fire Rescue Public Health and Adult Protective Services (APS), highlighting collaborative efforts to support vulnerable adults whose needs extend beyond emergency medical care. The presentation focused on common concerns encountered by emergency responders, including self-neglect, cognitive decline, unsafe living conditions, social isolation, caregiver concerns, and individuals aging in place.

Mary Friedman and Tyson Hungerford emphasized the importance of recognizing and reporting not only abuse and exploitation, as well as situations involving frail elderly adults, individuals with developmental or chronic disabilities, and those unable to safely perform activities of daily living.

The presentation outlined the complementary roles of Public Health and APS in addressing the needs of vulnerable community members. Public Health provides resource navigation, healthcare coordination, case management, and support for frequent utilizers of emergency services, while APS conducts assessments, investigations, capacity evaluations, and protective interventions when appropriate. Tyson Hungerford and Mary Friedman discussed efforts to build a culture of reporting through video training, station-based education, APS referral guidance, and collaboration with APS supervisors from Arapahoe and Douglas Counties.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 15, 2026, at 6:00 p.m.
Arapahoe Community Adult Protection Services
1690 W. Littleton Blvd, Littleton, CO 80120

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2. Public Health and Adult Protective Services – Mary Friedman, LCSW; Tyson Hungerford, Community Paramedic – South Metro Fire Rescue (cont.):

As a result of increased education and awareness, APS referrals from SMFR personnel have grown significantly, increasing from 36 referrals in 2023 to 139 referrals in 2025. Presenters noted that improved understanding of APS processes has increased crew confidence, encouraged earlier identification of concerns, and strengthened coordination between Public Health and APS, creating more opportunities for intervention before situations escalate into crises. The presentation concluded with examples of collaborative referral and follow-up process, emphasizing that successful outcomes are often measured by crises prevented through early intervention, resource coordination, and enhanced support for vulnerable residents.

Mary Friedman expressed her heartfelt gratitude and admiration for Tyson Hungerford, thanking him for his years of dedicated service and valued partnership as he prepares for his retirement on July 2, 2026.

John Curtis, Fire Chief - South Metro Fire Rescue, echoed his appreciation and admiration for Tyson Hungerford, thanking him for his years of dedicated service and expressing gratitude for the strong program he helped establish.

ACTION ITEMS

N/A

DISCUSSION/POTENTIAL ACTION ITEMS

1. 2027 Budget Kick-Off Workshop Timeline & Assumptions – Stephanie Corbo, CFO – South Metro Fire Rescue; Stephanie Corbo, CFO; Mike Smith, Budget Manager; and Ryan Baudoin, Budget Analyst – South Metro Fire Rescue presented the 2027 Budget Kickoff Workshop and reviewed the key assumptions being used to develop the District's long-term financial plan and proposed 2027 budget. Revenue assumptions include modest growth in ambulance transport revenue, permit and plan review fees, specific ownership tax collections, and other miscellaneous revenues. Accounting for anticipated impacts from property tax assessment rate changes, abatements, and uncertainty surrounding the Medicaid Supplemental Fee program.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 15, 2026, at 6:00 p.m.
Arapahoe Community Adult Protection Services
1690 W. Littleton Blvd, Littleton, CO 80120

DISCUSSION/POTENTIAL ACTION ITEMS

1. 2027 Budget Kick-Off Workshop Timeline & Assumptions – Stephanie Corbo, CFO – South Metro Fire Rescue (cont.): Stephanie Corbo, CFO, noted that preliminary assessed property values will be available in August and will be incorporated into future budget updates. Expenditure assumptions include a proposed 4.0% salary increase for 2027, consistent with collective bargaining agreements and preliminary market compensation data, continuation of current employee benefit enrollment assumptions, and a 3.7% increase in operating expenses. Planned staffing additions, including future MED 3 response enhancements and additional transport medic positions, were also discussed and identified as placeholders depending on what types of response enhancements we pursue. The presentation also reviewed the District's preliminary capital investment plan, which currently includes approximately \$36.3 million in equipment, facility, and vehicle projects. Major facility projects include station renovation, station rebuilding, fleet center rebuild, and ongoing maintenance needs. Mike Smith outlined the proposed budget development timeline, including division budget reviews, work sessions, revenue and compensation discussions, budget hearings, and final budget adoption scheduled for November 2026.

Stephanie Corbo, CFO stated that the budget team is implementing a more detailed and standardized budget submission process for 2027. Including the approach for departmental operating requests to better identify proposed changes, associated benefits, and impacts to the organization, including the implementation of the strategic plan initiative. The process will include collaboration with division leaders to develop supporting narratives and prioritize requests before presentation to the Board. Future work sessions will provide updates on capital projects, revenue projections, and operational requests, allowing the Board to review major budget components throughout the process. It was emphasized that by October 5, 2026, budget proposal presentation, Board members will have already reviewed and discussed the majority of budget assumptions and requests, with subsequent revisions reflecting Board feedback. The proposed schedule anticipates budget adoption in November 2026, providing additional time for implementation planning and compliance with state filing deadlines. Director Leung requested that future financial reports include a more detailed breakdown of operating expenses. Stephanie Corbo, CFO – South Metro Fire Rescue advised the Board and staff that the Finance and Audit Committee is conducting a high-level review to identify the factors that have the greatest impact on the organization's financial model, service levels, and overall budget.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 15, 2026, at 6:00 p.m.
Arapahoe Community Adult Protection Services
1690 W. Littleton Blvd, Littleton, CO 80120

INFORMATION ITEMS

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

Remarks:

- John Curtis, Fire Chief reminded the Board that the annual Recognition and Awards Ceremony will be held on June 18, 2026, at Arapahoe Community College at 5:00 p.m. He also reported attending the Metro Chiefs' Conference in Milwaukee, Wisconsin last week, the conference is a national conference for large career fire departments, it is the association between NFPA and IAFC memberships for departments that staff 350 firefighters plus. He noted that he would provide the Board and Executive Team with a future summary of key industry trends, challenges, and best practices discussed at the conference.
- Kristin Eckmann, Deputy Chief, reminded the Board and staff of the upcoming Remembrance Ceremony on Saturday, June 20, 2026, at 9:00 a.m. Mineral Headquarters – 9195 E. Mineral Avenue, Centennial, CO 80112.
- Kevin Leung, Director, recognized Division Chief Mike Burke for his wildfire preparedness presentations at the Highlands Ranch Senior Center, noting positive feedback from community members.
- Phil McCart, Director, expressed appreciation to Tyson Hungerford, Mary Friedman, and Public Health staff for their compassionate and empathetic work serving vulnerable community members.
- Renee Anderson, Vice Chair, commended staff and volunteers for their efforts maintaining the District's Adopt-a-Highway section along University Boulevard and noted the visible improvement in roadway cleanliness. She announced an anticipated absence from the July 6, 2026, board meeting due to previously scheduled travel. She echoed positive feedback was provided regarding the recent community wildfire preparedness program, which included collaboration among South Metro Fire Rescue, the Office of Emergency Management, the Douglas County Sheriff's Office, Highlands Ranch Community Association, Highlands Ranch Metro District, and other community partners.
- Jim Albee, Chair, discussed the successful accreditation site visit and commended District personnel for the positive feedback received from peer assessors regarding the professionalism, culture, and commitment of South Metro Fire Rescue employees. He thanked all District personnel for their contributions to the accreditation process and recognized the achievement as a reflection of the organization's commitment to continuous improvement and service excellence. Lastly, he noted that one recommendation from the accreditation team involved conducting a workforce analysis of the Public Health program and expressed interest in reviewing future staffing needs and organizational impacts as the program continues to evolve.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
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NEXT MEETINGS

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

ADJOURNMENT

Chair Albee adjourned the meeting at 8:56 p.m.

***** SIGNATURE PAGE FOLLOWS *****

DRAFT



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
June 15, 2026, at 6:00 p.m.
Arapahoe Community Adult Protection Services
1690 W. Littleton Blvd, Littleton, CO 80120

SIGNATURE PAGE ONLY

The foregoing minutes of the Board of Directors Meeting held on _____, were approved by the Board of Directors on _____

Attested by: _____ Date: _____



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
July 20, 2026, at 6:00 p.m.
9195 E. Mineral Avenue, Centennial, CO 80112

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
Bob Cole, Legal Counsel

Other Attendees

SMFR Staff

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

Mike Dell'Orfano, Chief Government Affairs Officer, South Metro Fire Rescue, requested to amend the agenda to include a 4th information item titled "Wildland Personal Protective Gear."

Motion: Secretary Roche motioned to approve the agenda as amended. Vice Chair Anderson seconded the motion to approve. 7 were in favor, 0 opposed. The motion carried.



South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
July 20, 2026, at 6:00 p.m.
9195 E. Mineral Avenue, Centennial, CO 80112

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 Leung – no changes

PUBLIC COMMENT

There was no public comment

CONSENT AGENDA

N/A

ACTION ITEMS

1. **Resolution No. 2026-08 Delegating Authority to the Chief to Dispose of Surplus Personal and Real Property on Behalf of the District** – John Curtis, Fire Chief – South Metro Fire Rescue: Chief Curtis, presented Resolution No. 2026-08 Delegating Authority to the Fire Chief to Dispose of Surplus Personal and Real Property on Behalf of the District to the Board for approval. The Board considered the resolution delegating authority to the Fire Chief to dispose of surplus personal and real property with a value of up to \$100,000, consistent with the District's financial policies. He explained the resolution codifies an existing practice and aligns the disposal threshold with the purchasing authority previously approved by the Board.

Chief Curtis explained that surplus property typically consists of vehicles managed by the Fleet Division and is enforced by the District's policies, valuation methods, public sale procedures, financial reporting, and internal controls. He confirmed that surplus property is sold through a public process with appropriate financial oversight and disclosures

Motion: Sue Roche, Board Secretary, moved to approved Resolution No. 2026-08 Delegating Authority to the Fire Chief to Dispose of Surplus Personal and Real Property on Behalf of the District. Renee Anderson, Vice Board Chair, seconded. All were in favor 0 opposed, the motion carried.



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ACTION ITEMS (cont.)

2. **Contract Approval for South Metro Fire Station 23 Shower Remodel (Crossland Construction)** – Berry Jones, Construction Manager – South metro Fire Rescue: Berry Jones, presented a recommendation to award the construction contract for the Fire Station 23 shower renovation project. The project will renovate the existing shower and restroom facilities into four private, lockable restroom/shower rooms to support a mixed-gender workforce and meet current station design standards. 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 lowest qualified bidder was Crossland Construction with contract value for this renovation being \$259,000. The remaining project budget will provide contingency. South Metro Fire received 12 bids and recommended awarding the contract to the lowest qualified bidder within the approved project budget. The Board discussed project costs, contingency funding, and the operational need for the renovation. Berry Jones also noted that temporary shower facilities will be provided during construction, which are included in the bid cost and that contingency funds are included to address unforeseen conditions in the existing facility. Rich Sokol, Board of Director, expressed concern regarding the project cost and voted in opposition.

Motion: Sue Roche, Board Secretary, moved to approve the contract for Station 23 Shower Remodel. Vice Chair Renee Anderson seconded the motion. The motion carried by a vote of 6-1, with Director Rich Sokol opposed.

DISCUSSION/POTENTIAL ACTION ITEMS

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; Stephanie Corbo, CFO – South Metro Fire Rescue; Bob Cole, Attorney: All provided an update on ongoing discussions with the State of Colorado regarding the future ownership structure of their portion of the second floor of the administration building. The 2004 lease agreement includes the option for the State to pursue a condominium ownership model. Staff outlined legal, financial, governance, tax, and administrative challenges associated with this approach. An alternative co-ownership model was recommended that would provide the State with an undivided ownership interest in the building which would preserve their second-floor exclusive use areas and reduce administrative complexity compared to a condominium. This would be a similar model to the Joint Services Facility and South Metro Fire Rescue Station 38. The Board discussed governance, property rights, long-term flexibility, and future sale considerations, and expressed general support for staff to continue pursuing the co-ownership model while providing updates as negotiations progress.



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DISCUSSION/POTENTIAL ACTION ITEMS (cont.):

2. **Overtime Overview – Series #1: Mike Burke, Division Chief of Operations, Support – South Metro Fire Rescue:** Chief Burke, presented the first in a series of informational reports explaining the District's staffing and overtime management process. The presentation outlined monthly staffing balance meetings, roster development, vacation scheduling, use of acting assignments, reimbursable versus minimum staffing overtime, and staffing efficiencies. Chief Burke explained that overtime is influenced by staffing levels, attrition, vacation utilization, training requirements, and operational demands. The Board discussed vacation efficiency, staffing balance, succession planning, and the relationship between staffing levels and overtime costs. Chief Burke indicated additional analysis will be presented during the upcoming budget process to better define overtime drivers and improve budget forecasting.
3. **Financial Standardization Policy Update – Mike Smith, Financial Planning & Analysis Manager – South Metro Fire Rescue:** Mike Smith announced completion of the District's Financial Standardization Manual following approximately 18 months of development. Mike explained the manual consolidates and updates financial policies, purchasing procedures, procurement practices, travel policies, technology policies, standardized forms, and exception processes. He also noted the manual is intended to improve consistency, transparency, collaboration, internal controls, and financial stewardship throughout the organization. The Board recognized the significant effort by staff in developing the manual and commended the collaborative work across departments.



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INFORMATION ITEMS

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

1. **Microsoft Dynamics 365 ERP Update Two Years After Implementation – Stephanie Corbo, CFO - South Metro Fire Rescue:** CFO Corbo, provided an informational update on the District's implementation of the Microsoft Dynamics 365 (D365) Enterprise Resource Planning (ERP) system. The presentation reviewed the project's objectives, including consolidating multiple legacy systems, improving financial controls, strengthening compliance, and enhancing reporting capabilities. CFO Corbo discussed implementation challenges, including ongoing system instability, required manual workarounds, consultant turnover, limitations associated with the government cloud environment, and the impact of Microsoft system updates on customized functionality. She also reported that a Request for Information (RFI) process and benchmarking with other government agencies was implemented and proved that D365 remains the appropriate platform; However, optimization and a new implementation partner are recommended. The Board discussed the potential of minimizing system customizations, improving vendor accountability through stronger contractual requirements and service level expectations, increasing in-house technical expertise, software testing and quality assurance practices, as well as reducing long term reliance on consultants. CFO Corbo assured the Board and staff these have been appropriately researched, however will take an extra look at all of these requirements and for further discussion on August 3, 2026, for direction from the board, on a proposal outlining recommended support, optimization efforts, and associated funding requirements.
2. **Facilities Update – Matt Weller, Deputy Chief, Internal Services – South Metro Fire Rescue:** Chief Weller, presented an update on current and planned facilities projects across the District. Updates included progress on the structural repairs at Station 41, where deck repairs have been completed and foundation pier testing and installation are underway, followed by joist and wall repairs. Design efforts continue for Stations 33 and 16, with architectural firms being evaluated through the District's pre-qualified consultant selection process, which will also be used for the Mineral Headquarters project. Additional updates included ongoing improvements at the Joint Services Facility (JSF), including but not limited to enhancements for training props, burn building repairs and infrastructure upgrades, planned roof assessments and fire alarm system upgrades at multiple stations, continued evaluation of future space and operational needs at the Mineral Headquarters building, including the pending FBI lease renewal, and the receipt and evaluation of two proposals for the Fleet/Logistics building project.



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INFORMATION ITEMS (cont.)

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

3. **Wildland Personal Protective Equipment** – Mike Burke, Division Chief of Operations Support: Chief Burke, informed the Board that the National Multi-Agency Coordinating Group issued a notice identifying certain fire shelters that were either non-conforming or manufactured prior to 2006 and potentially susceptible to delamination, requiring inspection and replacement. Upon receiving the notification on July 13, this initiated a districtwide inspection of all wildland fire shelters, completing approximately 50% of inspections and identifying 39 shelters requiring replacement. Staff has ordered 55 replacement shelters at an estimated cost of approximately \$27,000 and expect the total replacement need could reach approximately 100 shelters. Chief Burke advised that if additional replacements become required, it may require a request for additional funding or budget adjustments to ensure all personnel are equipped with compliant emergency fire shelters.

Remarks:

Mike Burke Division Chief, Operations Support, reported current wildland deployment activity, including personnel assigned to the Fishhook Fire, Gold Mountain Fire, and pre-positioned resources supporting wildfire response efforts.

Mike Dell'Orfano, Chief Government Affairs Officer, reminded the Board and staff that the August 17, 2026, Board meeting is proposed to be rescheduled to **August 24, 2026**, to accommodate travel for the accreditation hearing.

John Curtis, Fire Chief, informed the Board of a recent increase in water-related calls including fatalities within and near the district and advised that staff will work with Colorado Parks and Wildlife to evaluate additional public safety and enforcement measures. Chief Curtis also expressed his gratitude for all the work that was put forth into the standardization manual collectively, specifically to Finance.

Jake Mayhew Deputy Chief, Operations, provided an operational update on recent emergency incidents, including multiple significant structure fires, wildland/interface fires, technical rescues, and water rescue incidents, and recognized the efforts of personnel and regional partners. He also announced that two South Metro Fire Rescue members will graduate from the Arapahoe Community College paramedic program, with an additional four (4) members enrolled in future classes.



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Remarks:

Scott Richardson, Deputy Chief Special Ops, advised that five (5) members of Colorado Task Force 1 remain deployed in Texas supporting flood response operations and may be reassigned based on tropical storm activity.

Andy Powell, Division Chief of Training, announced that Recruit Class 26-1 Family Day will be Saturday, August 1, 2026, from 10:00a.m. to 2p.m. As well as graduation will take place on Thursday, August 6, 2026 from 6:00 p.m. to 8:00 p.m. at Arapahoe Community College 5900 S. Santa Fe Dr. Littleton, CO 80120.

Phil McCart, Board Director reported that he attended the Littleton Police Chief Candidate Meet and Greet and discussed his interactions regarding interagency relationships between law enforcement and fire agencies and received positive feedback. He also spoke to Denver Fire, and he reported the same feedback from Denver Fire.

Renee Anderson shared that she recently visited the area where the Troublesome Fire was and shared that there is lots of regrowth happening. She also shared her appreciation for the District's firefighter trading card, kudos to Matthew Assell for his hard work on creating them.

Kevin Leung, on behalf of a Highlands Ranch resident, shared their appreciation to Station 17 for providing exceptional service, specifically for lift assists and encouraged continued public awareness of the District's community assistance programs. He also encouraged increasing community presence at future Fourth of July events in Castle Pines Village.

Jim Albee outlined the upcoming 2027 budget development schedule, including all presentations presented on revenue assumptions, operating expenses, property tax assumptions, personnel costs, and the proposed budget consolidated over the next several board meetings, starting on August 3, 2026. Highlighted dates noted were September 14, 2026, property tax assumptions and abatements, September 21, 2026, will show the salaries and benefits, and finally October 5, 2026, will show the combined view of the budget.

NEXT MEETINGS

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

ADJOURNMENT

Chair Albee adjourned the meeting at 9:03 p.m.

*****SIGNATURE PAGE TO FOLLOW*****



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SIGNATURE PAGE ONLY

The foregoing minutes of the Board of Directors Meeting held on _____, were approved by the Board of Directors on _____

Attested by: _____ Date: _____

DRAFT

BOARD OF DIRECTORS AGENDA ITEM

STAFF REPORT



Meeting Date: 8/3/2026

Agenda Item Type: Action Item

Agenda Item: Resolution 2026-09: A Resolution Authorizing Staff to Secure the Services of Crowe, LLP for the Support of Microsoft D365 Enterprise Resource Planning Financial Software

Submitted By: Stephanie Corbo, CFO

Approved: John Curtis, Fire Chief

SUMMARY:

This resolution authorizes staff to proceed with contract execution with Crowe, LLP for Microsoft Dynamics 365 enhancements and support services. Crowe and SMFR staff will provide additional information in response to previous Board requests during the August 3rd meeting.

BACKGROUND:

Since the purchase of the Microsoft D365 ERP financial system, there have been operational inefficiencies and inadequate functionality due in large part to insufficient contracted system support. After a thorough evaluation of issues, it was determined that improved service levels of our contracted support was needed. A Request for Information (RFI) and exploratory process were conducted and it was determined that we would continue utilizing Microsoft D365 and a new consultant would be able to provide a stronger expertise and customer service to support our existing and desired financial systems. Staff is recommending we engage with Crowe, LLP to assess the District's needs and implement solutions, along with on-going support.

FINANCIAL IMPACT:

The estimated financial impact of the agreement is \$676,425, allocated as follows: FY 2026 \$192,075, FY 2027 \$370,725, and FY 2028 \$113,625. Total Value: \$676,425.

STRATEGIC INITIATIVE:

Key Focus Area Financial Health: Responsible Stewards of Public Funds: Improve the ERP Financial System and Processes.

RECOMMENDED ACTION/MOTION:

I move to approve Resolution 2026-09: A Resolution Authorizing Staff to Secure the Services of Crowe, LLP for the Support of Microsoft D365 Enterprise Resource Planning Financial Software, at a cost not to exceed \$192,075 in FY 2026, with future years appropriated in the budget process.

ALTERNATIVE OPTIONS:

The Board can direct staff to continue with current vendor, who is not meeting expectations, at expected cost of \$160k per year, or an alternative approach.

ATTACHMENTS:

Resolution 2026-09: A Resolution Authorizing Staff to Secure the Services of Crowe, LLP for the Support of Microsoft D365 Enterprise Resource Planning Financial Software

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

RESOLUTION NO. 2026-09

A RESOLUTION AUTHORIZING STAFF TO SECURE THE SERVICES OF CROWE, LLP FOR THE SUPPORT OF MICROSOFT D365 ENTERPRISE RESOURCE PLANNING FINANCIAL SOFTWARE

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, the District purchased the Microsoft D365 Enterprise Resource Planning financial software (D365) on September 28, 2023; and

WHEREAS, the District utilized RSM, US, LLP consulting service in order to design, implement, and support the D365 software; and

WHEREAS, the District has experienced inadequate support of the D365 system, including configuration and optimization, and a decreasing level of expertise and customer service; and

WHEREAS, the inadequate service has resulted in a heavy reliance on District staff and financial resources; and

WHEREAS, the District conducted market research and a Request for Information (RFI) for software solutions and alternative consulting services to determine the most appropriate software and support resources; and

WHEREAS, the District has determined that it will continue utilizing Microsoft D365 and will pursue a new consultant that will be able to provide stronger expertise, solutions, and customer service to support our existing and desired financial systems; and

WHEREAS, the District staff has recommended discontinuing services with RSM, US, LLP and securing the services of Crow, LLP to support its D365 software.

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

1. **Authorization to Secure Services.** The Board directs the Fire Chief to secure the services of Crowe, LLP for the support of the District’s Microsoft D365 Enterprise Resource Planning financial software.

2. **Delegation to Execute Contracts.** The Board delegates the authority to the Fire Chief, or designee, to execute the contracts and related documents necessary to implement this Resolution.

ADOPTED this 3rd day of August, 2026.

SOUTH METRO FIRE RESCUE FIRE
PROTECTION DISTRICT

By _____
Jim Albee, Chair

Attest:

Sue Roche, Secretary



RESEARCH



Fatal Firefighter Injuries in the US in 2025

Richard Campbell and Jay Petrillo
June 2026

Fatal firefighter injuries in 2025

Since 1977, NFPA has collected information on annual on-duty firefighter fatalities and published reports on key findings. Historically, firefighter fatalities included in the NFPA study have been those due to 1) traumatic injury or 2) sudden cardiac incidents, strokes, aneurysms, or medical conditions while the victim was on duty. Fatalities due to heart attacks, strokes, aneurysms, or other medical conditions were not included in the study unless the victim made a specific medical complaint while still on duty. Beginning in 2022, inclusion criteria were expanded to include fatal heart attacks, strokes, aneurysms, or other medical conditions that occurred *within* 24 hours of duty, irrespective of any documented on-duty physical complaint by the victim.

Under these expanded inclusion criteria, NFPA identified 83 firefighter fatalities in 2025 resulting from traumatic injuries, heart attacks, or other medical conditions, a substantial increase over the 69 firefighter fatalities recorded in 2024.¹ Municipal firefighters accounted for 79 of these deaths, including 45 volunteer firefighters and 34 career firefighters, with four wildland firefighters accounting for the remaining fatalities.

Table A shows that 65 of the firefighter fatalities in 2025 were on-duty fatalities consistent with historical inclusion criteria, and 18 of the fatalities occurred within 24 hours of duty.

Table A. Firefighter fatalities in 2025: On duty and within 24 hours

Firefighter type	On duty	24 hours	Total
Municipal	61	18	79
Career	32	2	34
Volunteer*	29*	16**	45
Non-municipal	4	0	4
Total	65	18	83

*Includes one on-call firefighter. **Includes two on-call firefighters.

The *on-duty* firefighters who were fatally injured included 32 career firefighters, 29 volunteer firefighters, and 4 non-municipal firefighters. The non-municipal firefighters included two federal wildland contract firefighters, one state forestry supervisor, and one seasonal state wildland firefighter. The fatalities *within 24 hours of duty* included 14 volunteer firefighters, two on-call firefighters, and two career firefighters. For the purposes of this analysis, municipal on-call firefighters have been included in the volunteer firefighter category.

Background

Several types of firefighters are eligible for inclusion in this study. These firefighters include career and volunteer municipal firefighters; seasonal, full-time, and contract employees of state and federal agencies tasked with fire suppression responsibilities, prison inmates who serve on firefighting crews, industrial firefighters, military personnel performing assigned fire suppression activities, and civilian firefighters working at military installations.

NFPA's on duty designation is meant to distinguish its inclusion criteria from line of duty deaths, which encompass fatalities due to both injury and chronic disease, such as cancer. Fatalities are

¹ Following the receipt of additional information, seven fatalities were added to the fatality count of 62 fatal firefighter injuries in 2024 reported in last year's annual report.

included according to the year of injury rather than the year of death. When deaths occur from an injury sustained in a prior year, they are added to the annual fatality count for the original year of injury. Fatal injuries may occur during a variety of duties, including:

- At the scene of an alarm (fire, emergency medical, or other responses)
- During transport to or from a call
- While participating in other department duties (such as training, maintenance, public education, investigations, etc.)
- While on call or standby for assignment

The addition of firefighter fatalities that occurred within 24 hours of duty to this report is consistent with the eligibility for federal death benefits under the Hometown Heroes Survivors Benefits Act of 2003 (deaths within 24 hours of non-routine, strenuous, or stressful physical activity while on duty). However, the expansion of inclusion criteria has increased the annual number of firefighter fatalities in the study by over 17 percent in each year of their inclusion. To maintain consistency with historical data, the recently added fatalities within 24 hours of duty are generally disaggregated from the traditional on-duty fatalities in the report's analysis.

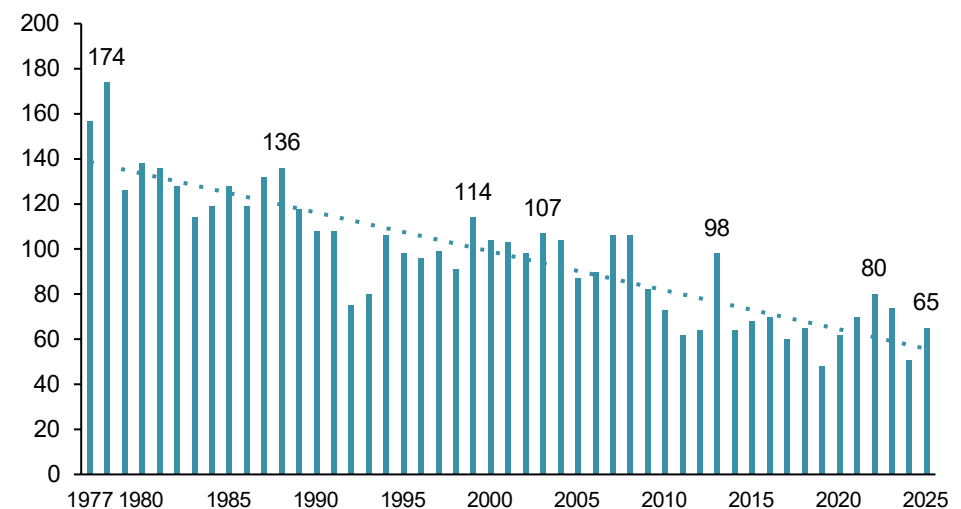
This annual study includes fatal firefighter injuries that occurred in the 50 states and the District of Columbia. Readers should be aware that there are other firefighter fatality data collection efforts with inclusion criteria that differ from those used by NFPA. Readers are cautioned to be attentive to these criteria when seeking information on firefighter fatalities.

Fatal firefighter injuries by year: 1977–2025

Fatal injury trends over time offer some clues as to the effectiveness of injury prevention efforts. As shown in Figure 1 (which excludes the recently added fatalities within 24 hours of duty to maintain

historic consistency), fatal firefighter injuries have followed a clear downward trend over the course of the NFPA study since its inception in 1977. Although there are year-to-year fluctuations in the fatality total, the ten-year average for each decade is lower than the one that precedes it. The chart shows that fatalities rose between 2020 and 2023 following a historical low of 48 fatalities in 2019, but lower fatality totals in 2024 and 2025 are generally in line with the overall trend pattern.

Figure 1. On-duty fatal firefighter injuries: 1977–2025



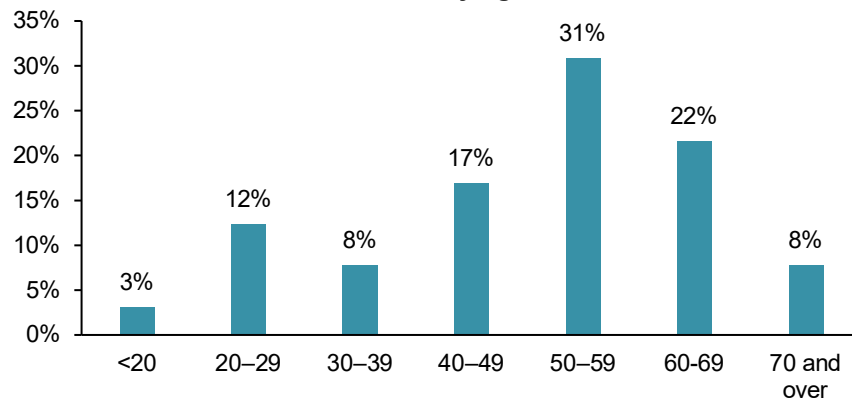
Fatal on-duty firefighter injuries in 2025

The vast majority of on-duty fatal injuries were experienced by male firefighters (92 percent of the total, 60 deaths). The five fatally injured female firefighters in 2025 represented an increase over the single female firefighter fatally injured in 2024.

Figure 2 shows the distribution of on-duty fatal injuries in 2025 by age group. The highest shares of injuries were among firefighters who were 50 to 59 years old (31 percent, 20 deaths), 60 to 69 years old

(22 percent, 14 deaths), and 40 to 49 years old (17 percent, 11 deaths). Five firefighters were 70 years of age or older (8 percent of the total), including four volunteer municipal firefighters and one wildland contract firefighter. Eight firefighters were 20 to 29 years old (12 percent of the total), and another five firefighters were 30 to 39 years of age. Two firefighters (3 percent of the total) were less than 20 years of age.

Figure 2. On-duty fatal firefighter injuries in 2025 by age



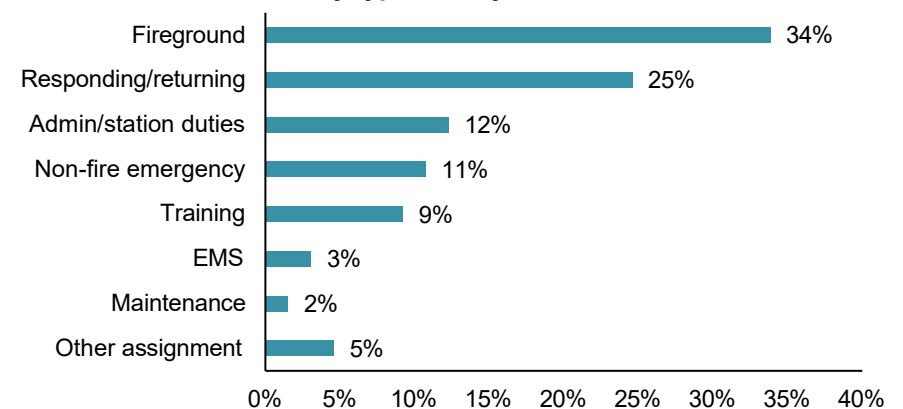
Type of duty

Firefighters engage in a variety of activities that place them at risk of injury or fatal medical events, including activities on the fireground, operating at non-fire emergencies, responding to or returning from fires and emergency calls, training activities, emergency medical response calls, normal station duties, maintenance activities, and other on-duty activities.

Figure 3 shows the distribution of the 2025 deaths by the type of duty that was being performed at the time of injury for all on-duty fatalities. As indicated, just over one-third of the fatal injuries (22 deaths) were associated with operations at the fireground, while one-quarter of fatal

injuries (16 deaths) occurred while responding to or returning from calls. Administrative or station duties (12 percent of the total, 8 deaths), non-fire emergency incidents (11 percent, 7 deaths), and training activities (9 percent, 6 deaths) also accounted for sizeable shares of the fatal injuries, followed by emergency medical service activities (3 percent, 2 deaths) and maintenance activities (one death). Five firefighters died while engaged in other assignments.

Figure 3. On-duty fatal firefighter injuries by type of duty in 2025



Fireground duties. The 22 on-duty fireground deaths in 2025 represent an increase over the 17 on-duty fireground fatalities in 2024. Of the 22 on-duty fatal firefighter injuries:

- 11 firefighters died as a result of heart attacks at fire incidents, including six career firefighters, 3 volunteer firefighters, and 2 wildland firefighters.
- Two career firefighters were fatally injured when they were shot at the scene of a brush fire. A third firefighter suffered critical injuries in the incident.

- Two career firefighters were fatally injured when they were crushed by collapsing or falling structural elements.
- One volunteer firefighter was fatally injured when struck by a piece of equipment, and one wildland firefighter suffered fatal injuries when struck by a falling tree.
- Three volunteer firefighters died as a result of fall injuries.
- One career firefighter died as a result of being caught or trapped while trying to rescue a fellow firefighter inside a warehouse fire, and a second succumbed to smoke inhalation while searching for victims at a residential fire.

Responding/returning duties. Sixteen firefighters died from injuries or heart attacks while responding to or returning from calls, a substantial increase over the 6 such fatalities in 2024. The victims included three career firefighters and 13 volunteer firefighters.

- Seven firefighters suffered fatal injuries when their vehicles left the road. Three of the incidents involved personal vehicles and four involved fire department vehicles. In one of the incidents, the victim's vehicle was swept off the roadway by floodwater, and at least two other incidents occurred during inclement weather.
- Three firefighters died as a result of collisions with other vehicles, including one two-fatality incident involving an ambulance. The victim of the second fatal crash was a volunteer firefighter responding in a personal vehicle.
- Two volunteer firefighters died in separate single-vehicle crashes while responding to emergency calls.
- Three volunteer firefighters suffered fatal heart attacks while responding to fire calls; two of these occurred at the station while preparing to respond, and the third while en route to a fire.
- One firefighter sustained fatal injuries from a tornado while responding to a fire.

Non-fire emergency duties. Seven firefighters died from injuries or medical events in the course of non-fire emergency duties.

- Two firefighters were struck by vehicles while at the scene of emergency incidents.
- One firefighter was electrocuted at the scene of a motor vehicle incident when electrical wires became entangled with an apparatus.
- One firefighter suffered a heart attack while serving on a rescue crew for an injured hiker.
- One firefighter was fatally shot by a homeowner while seeking to assist passengers of a disabled vehicle.
- One firefighter died as a result of an unspecified medical condition after stopping to help a disabled vehicle.
- One firefighter suffered a stroke after responding to a motor vehicle incident.

Training duties. Six firefighters died as a result of or while engaged in on-duty training activities.

- Two career firefighters and one volunteer firefighter suffered fatal heart attacks, and one career firefighter recruit died due to an unspecified cause.
- One state forestry supervisor became ill while leading a training exercise and suffered a fatal heart attack later in the day.
- One volunteer firefighter suffered fatal traumatic injuries in a vehicle crash during a training exercise.

Emergency medical service duties. Three firefighters died as a result of activities during emergency medical service duties. These included:

- One career firefighter/EMT was fatally stabbed by a patient during transport to the hospital.
- One volunteer firefighter was fatally injured when his vehicle left the roadway while responding to an emergency call.

- One career firefighter/EMT suffered a fatal heart attack while transporting a patient to the hospital.

Administrative or station duties. Eight firefighters died as a result of injuries or medical conditions while engaged in normal station duties.

- A volunteer firefighter died as a result of complications from an injury sustained in a fall at the fire station.
- Five career firefighters suffered fatal heart attacks, and one career firefighter died as a result of an unspecified medical condition while on duty at the station or headquarters.
- One career firefighter became ill while at the station and succumbed the following day due to an unspecified medical cause.

Other or unclassified duties. Three firefighters died while performing other duties.

- A volunteer firefighter was struck by a vehicle while providing standby at a drag race.
- A career firefighter suffered a fatal heart attack after going home due to feeling ill.
- One firefighter was fatally injured in a motor vehicle incident while returning home from classroom training.

Firefighter activity

The largest share of firefighter fatalities (13 fatalities, 20 percent of the total) occurred while victims were engaged in station activities, followed by fatalities while riding in a vehicle (11 fatalities, 17 percent), and fatalities while driving or operating a vehicle (10 fatalities, 15 percent). Six of the driving/operating deaths involved private vehicles. Ten deaths (15 percent) occurred while firefighters were engaged in miscellaneous incident activities at the emergency scene, and nine deaths (14 percent) occurred while firefighters were engaged in extinguishment or suppression support activities. Six fatalities occurred during rescue or

medical care activities. These results are shown in Table B.

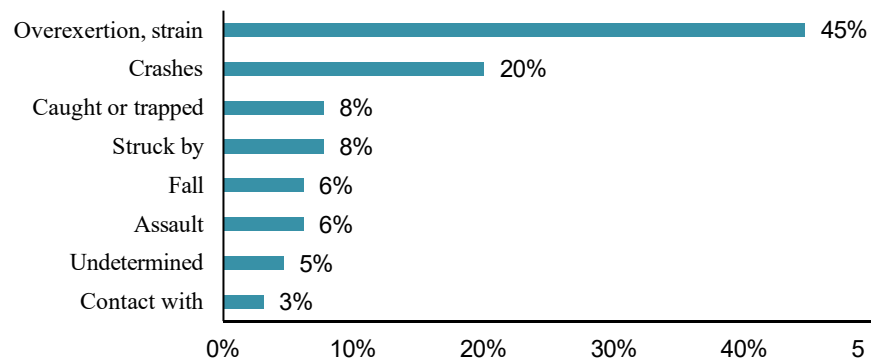
Table B. On-duty fatal firefighter injuries by activity in 2025

Activity	On-Duty Fatalities	
Station activity	13	20%
Riding in vehicle	11	17%
In apparatus	6	9%
Riding other emergency vehicle	2	3%
Riding non-emergency vehicle	2	3%
Driving, operating vehicle	10	15%
Driving private vehicle	6	9%
Driving fire dept. apparatus	3	5%
Miscellaneous incident scene activity	10	15%
Extinguishment, suppression support	9	14%
Rescue, medical care	6	9%
Other or undetermined activity	6	9%

Cause of injury

Over two in five of the on-duty firefighter fatality deaths were caused by overexertion or strain injuries (45 percent, 29 deaths), and one-fifth (20 percent, 13 deaths) were caused by crashes. The cause of injury, as used here, refers to the action or circumstances that led directly to the injury. As shown in Figure 4, other injury causes included caught or trapped and struck by incidents, which each accounted for eight percent of the fatal injuries (5 deaths in each case), and falls and assaults, each of which caused six percent of the fatal injuries (4 deaths in each case). Two fatal injuries had a contact-related cause, and three had an undetermined cause.

Figure 4. On-duty fatal firefighter injuries by cause of injury in 2025



Overexertion or strain. All but four of the 29 fatalities caused by overexertion or strain were determined to be due to heart attacks. Two of the remaining fatalities were due to unspecified medical causes; one had an undetermined cause, and one was a stroke. The victims included 26 municipal firefighters (16 career firefighters, 9 volunteer firefighters, and one on-call firefighter) and three wildland firefighters.

Crashes. All of the firefighters who were fatally injured in crashes were municipal firefighters (10 volunteer firefighters and 3 career firefighters). Three crashes involved collisions with other vehicles, three involved collisions with stationary objects, and four collisions had limited information. Of the remaining incidents, two firefighters were fatally injured when their vehicles overturned with no collision, and one firefighter was fatally injured when he was ejected after his vehicle left the road.

Caught or trapped incidents. Five firefighters were fatally injured when they were caught or trapped in some way during emergency response. All of the victims were career firefighters. Two were injured by structural collapses, two were lost inside buildings, and one was in a vehicle that was swept off the roadway by floodwater.

Struck by incidents. Five firefighters were fatally injured in struck by incidents. Three firefighters were fatally injured when struck by non-fire department vehicles, one was struck by a falling tree, and one was struck by a piece of detached apparatus.

Falls or slips. Four firefighters were fatally injured by falls or slips. Three of these firefighters died as a result of complications from injuries sustained by slips or falls at ground level, and one was fatally injured in a fall from the top of a fire department vehicle.

Assaults. Four firefighters were fatally injured in assault incidents, two of whom were killed by a gunman during emergency response in a single incident. A third firefighter was fatally stabbed by a patient during emergency transport, and the fourth was fatally shot by a nearby resident while assisting motorists.

Other causes. One firefighter was electrocuted when a downed wire came in contact with his vehicle, one was fatally injured during extreme weather, and three suffered undetermined medical emergencies while on duty.

Nature of injury

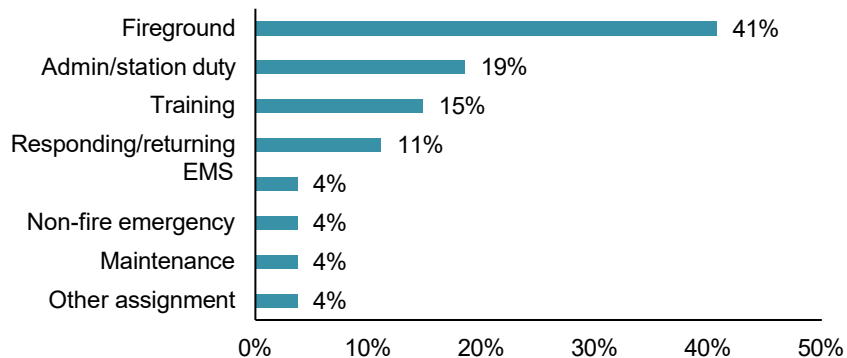
The *nature* of fatal injuries sustained by firefighters while on duty refers to the medical cause of death, which is distinct from the cause of injury. As is historically the case, heart attacks were responsible for the largest share of on-duty deaths in 2025 (27 fatalities, 42 percent of the total), followed by trauma or crushing injuries (23 fatalities, 35 percent). Four deaths were caused by either strokes or embolisms or undetermined medical causes, and the remaining fatal injuries resulted from a variety of causes, as indicated in Table C.

Table C. *On-duty* fatal firefighter injuries by nature of injury in 2025

Nature of injury	On-duty fatalities	
Sudden cardiac death	27	(42%)
Trauma/crushing	23	(35%)
Gunshot	3	(5%)
Stroke or blood clot/embolism	2	(3%)
Asphyxiation/smoke inhalation	2	(3%)
Positional or mechanical asphyxiation	1	(2%)
Drowning	1	(2%)
Fracture	1	(2%)
Electrocution	1	(2%)
Unspecified medical cause	2	(3%)
Undetermined or not reported	2	(3%)

Municipal firefighters accounted for 24 of the heart attack victims (16 career firefighters and 8 volunteer firefighters) and 22 of the trauma/crushing victims (16 volunteer and 6 career). Figure 5 shows the distribution of fatal heart attacks and trauma/crushing injuries by type of duty.

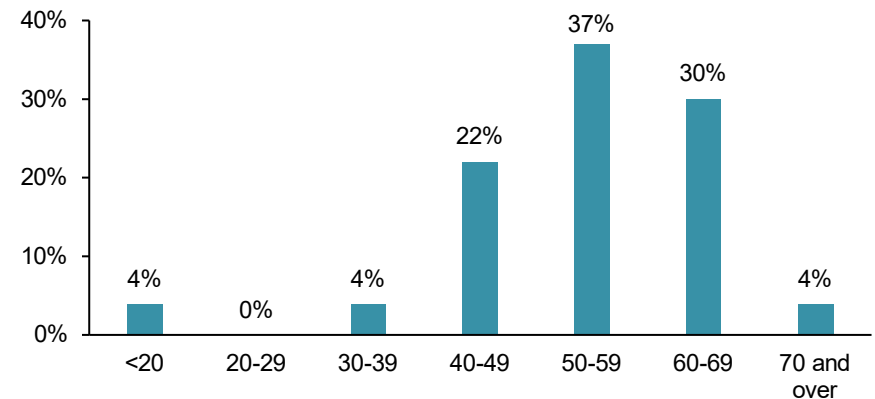
Figure 5. *On-duty* fatal heart attacks and trauma/crushing injuries by type of duty in 2025



As the figure indicates, the largest share of on-duty heart attacks (11 fatalities, 41 percent of the heart attack total) occurred while firefighters were engaged in fireground operations, followed by administrative/station duties, which accounted for five heart attacks (19 percent of the total) and training duties (4 deaths, 15 percent). Fatal trauma or crushing injuries (12 fatalities, 52 percent of the trauma/injury total) were most often experienced while firefighters were engaged in responding to or returning from emergencies.

Age is a well-established risk factor for heart attacks, with the risk increasing at approximately 45 years of age. Figure 6 below shows the distribution of on-duty heart attacks by age. As the figure indicates, 70 percent of on-duty heart attacks were experienced by firefighters over the age of 50, while half of them were 60 years of age or older.

Figure 6. *On-duty* fatal heart attacks by age in 2025



Non-municipal firefighters

Four non-municipal firefighters were fatally injured in 2025, down from six non-municipal firefighter fatal injuries in 2024. Two of the victims were federal wildland contract firefighters, one was a state forestry supervisor, and one was a seasonal state wildland firefighter.

- Both of the federal contract firefighters died as a result of heart attacks at the scene of wildfires. One of the victims was engaged in suppression activities, and the second was performing hazard tree removal.
- The state forestry supervisor died as a result of a heart attack within 24 hours of leading a training exercise.
- The seasonal state forestry firefighter was fatally injured when struck by a falling tree while working a prescribed fire in a national forest.

Multiple-fatality incidents

There were two multiple-fatality incidents in 2025, each of which claimed the lives of two firefighters. All of the victims were municipal career firefighters. In one incident, two firefighters were returning to the station when they were fatally injured in a crash with another vehicle. In the second incident, two firefighters were fatally shot by a gunman while responding to a grassfire.

Fatalities *within 24 hours of duty*

As indicated earlier, prior to 2022, NFPA's annual firefighter fatality study excluded most fatal heart attacks, strokes, aneurysms, or other medical conditions that occurred while the victim was off duty. These fatalities were only counted if the firefighter made a specific physical complaint while on duty.² Since 2022, these fatalities have

been included in the study when they occurred within 24 hours of duty irrespective of any documented physical complaint.

While these new fatalities presume that work activities contributed to the fatal event, they are analyzed separately here because they differ in important ways from on-duty injuries. Deaths that occur within 24 hours of duty are overwhelmingly due to heart attacks or medical conditions and are most often experienced by volunteer firefighters and firefighters in older age groups. In addition, deaths that occur when the victim is off duty cannot be readily associated with a specific type of duty or work activity, absent a specific on-duty injury.

As previously noted, in 2025, 18 firefighters died due to heart attacks within 24 hours of duty, i.e., fatalities not included in this study prior to 2022. These fatalities comprise 22 percent of the 2025 fatality total. Municipal firefighters accounted for all of the fatalities within 24 hours of duty, including 14 volunteer firefighters, two on-call firefighters, and two career firefighters.

Of the volunteer and on-call firefighters:

- Four volunteers had heart attacks within 24 hours of responding to medical calls.
- Two volunteers had heart attacks within 24 hours of training duties.
- Two volunteers had heart attacks within 24 hours of responding to grass fires.
- Two volunteers had heart attacks within 24 hours of responding to motor vehicle incidents.
- One volunteer had a heart attack within 24 hours of responding to two emergency calls.
- One volunteer had a heart attack within 24 hours of responding to a structure collapse.

²This was not the case with on-duty traumatic injuries that later resulted in death, which were always included in the study.

- One volunteer had a heart attack within 24 hours of responding to a false alarm.
- One volunteer had a heart attack within 24 hours of responding to an alarm.
- One on-call firefighter had a heart attack within 24 hours of forced entry training.
- One on-call firefighter had a heart attack within 24 hours of responding to two emergency calls.

Of the career firefighters:

- One had a heart attack the evening after responding to multiple calls.
- One had a heart attack after a 48-hour shift that included strenuous physical activity.

Age of victims

As indicated in Table D, seven firefighters who died as a result of heart attacks within 24 hours of duty were 40 to 49 years of age, all of whom were volunteers or on-call firefighters. Volunteer firefighters also accounted for all of the heart attack victims who were 60 years of age or older. One volunteer firefighter and one career firefighter who suffered heart attacks were under 40 years of age. This was also the case for those in the 50-to-59-year age group.

Table D. Sudden cardiac deaths within 24 hours of duty by firefighter type and age

Age	Career	Volunteer	Total
< 40 years	1	1	2
40–49	0	7	7
50–59	1	1	2
60–69	0	5	5
70 and older	0	2	2
Total	2	16	18

Other concerns: Behavioral health and suicide

Suicide: Firefighters are exposed to a wide variety of physical and emotional stressors in the course of their work, from exposure to the suffering of victims or colleagues to sleep disruption, long work hours, and burnout.

Recognition of the importance of behavioral health programs and peer support for firefighters has become widespread in recent years. As with heart disease and cancer, this is a problem that follows firefighters after their careers end, whether in retirement or some other form of separation from the fire service.

According to the [Firefighter Behavioral Health Alliance \(FBHA\)](#), 87 firefighters died by suicide in 2025, as of mid-April 2026. (This number might change as new reports are validated by the FBHA.) The victims included 69 career firefighters, 16 volunteer firefighters, and two wildland firefighters, suggesting that access to behavioral health intervention is an important concern across the fire service. The Behavioral Health Alliance also confirmed 11 emergency medical service workers and two dispatchers died by suicide in 2025.

Cancer: Occupational exposure as a firefighter has been determined to be a cause of mesothelioma and bladder cancer by the International Agency for Research on Cancer, with limited evidence for prostate, colon, and testicular cancers, as well as melanoma and non-Hodgkin lymphoma. At its 2026 memorial ceremonies, the National Fallen Firefighters Foundation added the names of 16 firefighters who succumbed to cancer in 2025 to the Fallen Firefighter Memorial, along with 53 firefighters who died from cancer in previous years.

Conclusion

Although the 65 fatal *on-duty* firefighter injuries in 2025 represented an increase over the 2024 total, they were nonetheless generally consistent with the overall downward trend in annual fatalities over the course of this research effort. However, any fatality is a tragedy, and the most recent data direct attention to several areas of ongoing concern.

Two-thirds of the on-duty firefighter fatalities in 2025 were collectively caused by overexertion or strain injuries (45 percent) and crashes (20 percent) — both of which are regularly the leading injury causes — suggesting the need for additional attention to prevention efforts in these areas.

Year in and year out, heart attacks have been a leading medical cause of on-duty firefighter deaths, and they accounted for all but one of the overexertion or strain fatalities in 2025. The study's inclusion of heart attacks or medical deaths within 24 hours of duty since 2022 has brought the problem of firefighter cardiac health into even sharper relief, adding 18 firefighter deaths to the fatality count (22 percent of the total) in 2025. These fatalities would have gone undocumented prior to 2022.

While age is a non-modifiable risk factor for cardiac health, diet, physical conditioning, sleep, and hydration are critical components of cardiac care and represent areas where firefighters can lower the risk of heart attack. Annual physicals with cardio screenings are another important tool for reducing sudden cardiac deaths among firefighters and may be particularly important as a health check with older firefighters.

Crashes have long received attention as a significant cause of fatal firefighter injuries. Ten of the 13 crash fatalities in 2025 were volunteer firefighters, with six of the victims responding to incidents in privately owned vehicles. An investigation by the National

Institute for Occupational Safety and Health (NIOSH) into [one of these incidents](#) noted that many crash-related deaths and serious injuries of volunteer firefighters have involved privately owned vehicles. The investigation report cited driver error, excessive speed, lack of seatbelt use, inclement weather, and vehicle rollovers as factors that are commonly associated with fatal crashes.

Resources for first responder highway safety are available from the [National Volunteer Fire Council](#), the [United States Fire Administration](#), the [International Association of Fire Chiefs](#), and the [International Association of Firefighters](#).

Other causes of firefighter fatalities in 2025 — including assaults, caught or trapped incidents, and asphyxiations — illustrate the complex range of hazards faced by firefighters in their work. While firefighters have limited control over some of the hazards to which they are exposed, adherence to safety and health protocols and training requirements can help reduce the risk of injury. Institutional support for injury research and intervention programs should be a priority to ensure ongoing progress in injury prevention.

Notes

For this report, the term *volunteer* refers to any firefighter whose principal occupation is not that of a full-time, paid member of a fire department. The term *career* refers to any firefighter whose occupation is that of a full-time, paid fire department member. The categories for cause of injury and nature of injury are based on the 1981 edition of NFPA 901, *Uniform Coding for Fire Protection*.

Select 2025 firefighter fatal injury narratives

Firefighters ambushed by gunman at intentionally set outdoor fire

Shortly after 1:00 p.m., an engine company returning from a neighboring fire station observed smoke in the area of a nearby recreational mountain and responded to investigate. Two brush trucks and battalion chiefs from the departments that cover that area were dispatched to the scene. Upon arrival, crews confirmed a working wildfire further to the north, with bystanders reporting approximately one acre burning.

The first-arriving battalion chief assumed command and requested a second alarm. The members of the first engine company parked their apparatus in an upper parking lot, which was established as the command post, and proceeded up the mountain with the brush trucks.

Crews were unable to reach the incident commander via radio a short time later. When a third battalion chief arrived on scene, he discovered that the two battalion chiefs and a firefighter had been shot. The arriving chief immediately activated the Active Shooter Protocol and notified all responding units of the situation. Additional fire units, along with EMS, were requested and responded, along with a division chief who assumed unified command of the incident with members of law enforcement.

Law enforcement arrived promptly and assisted firefighters in evacuating members of the public from the area. Tragically, both battalion chiefs sustained fatal gunshot wounds. The third firefighter suffered serious injuries and was transported to a nearby hospital, where they were expected to recover.

Investigators later determined that the fire had been intentionally set as part of an ambush targeting first responders. The suspected

shooter was located later that evening with a self-inflicted gunshot wound and was pronounced dead at the scene.

Firefighter killed in commercial building collapse

At approximately 9:39 p.m., firefighters were dispatched following a report of a commercial building fire. The first-arriving company confirmed a working fire with heavy smoke and flames visible upon arrival. The incident commander (IC) arrived shortly thereafter and reported a large commercial structure consisting of multiple units, some of which were reported to be vacant. A second alarm was immediately requested.

The fire involved two wood-frame additions that were attached to a larger four-story brick structure. The wood-frame additions had previously been flagged as vacant due to documented structural hazards and were designated as “Do Not Enter” for fire response purposes. The IC announced defensive operations only.

Companies were assigned to open up the building for access, protect exposures, and evacuate the attached four-story structure. An officer and firefighter deployed a hose line to the front of the structure and were operating in that area when reports were received of a collapse in the rear of the building. This initial collapse resulted in a progressive collapse of additional portions of the structure, including a large section of the front façade and parapet wall in the front of the building.

During the collapse, the officer was struck in the head, and the firefighter was trapped by debris as both members were walking away from the structure. Mayday transmissions were made, and all available resources were directed to the collapse area. Extrication tools were used to free the trapped firefighter, who was immediately transported to the hospital, where he was pronounced deceased.

The firefighter's cause of death was determined to be traumatic asphyxiation. Wind-driven fire conditions were identified as a contributing factor to the rapid fire spread and subsequent structural collapse. The cause of the fire was determined to be arson, and one individual was subsequently charged with numerous crimes.

Assistant chief electrocuted at motor vehicle accident scene

Units responded to a reported motor vehicle accident involving a pickup truck that had struck a utility pole and a guardrail. An assistant chief responded to the incident while operating a pumper apparatus.

Upon arrival, the assistant chief began repositioning the apparatus to avoid low-hanging utility wires in the roadway. During this maneuver, the apparatus inadvertently contacted an energized, low-hanging electrical wire and became entangled.

Upon exiting the apparatus, the assistant chief was electrocuted. Personnel on scene immediately initiated emergency medical care, including defibrillation efforts. Despite these lifesaving measures, the assistant chief succumbed to his injuries and was pronounced deceased.

Firefighter ejected from tanker while responding to grass fire

At approximately 7:00 p.m., the fire department was dispatched to a large grass fire.

While en route, a responding tanker apparatus left the roadway for undetermined reasons and overturned. During the rollover, the firefighter was ejected from the vehicle and was pronounced deceased at the scene.

The driver of the tanker was the sole occupant of the apparatus and was not wearing a seat belt at the time of the crash. The incident remains under investigation.

Fire lieutenant suffers from fatal medical emergency while operating at commercial structure fire

A fire lieutenant was operating at a three-story commercial building fire when he suffered a sudden medical emergency.

During fireground operations, the lieutenant was ascending an aerial ladder when he experienced a sudden medical event, causing him to fall backward on the ladder. Firefighters immediately assisted in removing him from the aerial device and initiated emergency medical care on scene.

The lieutenant was transported to the nearest trauma center, where he was hospitalized. Despite treatment, he passed away several days later as a result of the medical emergency and associated injuries.

Following his death, the lieutenant and his family continued to save lives through the donation of his organs.

Wildland firefighter was fatally injured by falling tree during prescribed burn

A seasonal wildland firefighter was fatally injured while operating at a prescribed burn assignment. During suppression operations, a large tree unexpectedly fell, striking the firefighter.

Firefighters operating nearby immediately initiated emergency medical care and requested advanced medical resources. The injured firefighter was air-lifted to a regional trauma center but succumbed to the injuries the same day.

The incident occurred during active prescribed fire operations. The circumstances surrounding the tree failure and operational conditions are under investigation.

Firefighter dies after experiencing medical emergency following structure fire response

At approximately 2:00 a.m., fire crews responded to a reported residential structure fire. Firefighters operated on scene for several hours before bringing the fire under control and clearing the scene approximately three hours later.

After returning to the fire station, personnel were cleaning apparatus and equipment and placing units back into service when a firefighter suddenly experienced a medical emergency. Fellow firefighters immediately initiated medical care, and the firefighter was transported to a local hospital.

Despite the efforts of firefighters and medical professionals, the firefighter passed away a short time later. The cause of death remains under investigation.

Acknowledgments

This study is made possible with the cooperation and assistance of the United States fire service, the National Institute for Occupational Safety and Health, the United States Fire Administration, the Forest Service of the US Department of Agriculture, the Bureau of Indian Affairs, and the Bureau of Land Management of the US Department of the Interior.

To learn more about research at NFPA, visit [nfpa.org/research](https://www.nfpa.org/research).
Email: research@nfpa.org.

NFPA No. FFF10

Table 1. Fatal Firefighter Injuries in the US: 1977–2025

Year	On duty	Within 24 Hours	Total
1977	157	N/A	157
1978	174	N/A	174
1979	126	N/A	126
1980	138	N/A	138
1981	136	N/A	136
1982	128	N/A	128
1983	114	N/A	114
1984	119	N/A	119
1985	128	N/A	128
1986	119	N/A	119
1987	132	N/A	132
1988	136	N/A	136
1989	118	N/A	118
1990	108	N/A	108
1991	108	N/A	108
1992	75	N/A	75
1993	80	N/A	80
1994	106	N/A	106
1995	98	N/A	98
1996	96	N/A	96
1997	99	N/A	99
1998	91	N/A	91
1999	114	N/A	114
2000	104	N/A	104
2001	103	N/A	103

Year	On duty	Within 24 Hours	Total
2002	98	N/A	98
2003	107	N/A	107
2004	104	N/A	104
2005	87	N/A	87
2006	90	N/A	90
2007	106	N/A	106
2008	106	N/A	106
2009	82	N/A	82
2010	73	N/A	73
2011	62	N/A	62
2012	64	N/A	64
2013	98	N/A	98
2014	64	N/A	64
2015	68	N/A	68
2016	70	N/A	70
2017	60	N/A	60
2018	65	N/A	65
2019	48	N/A	48
2020	62	N/A	62
2021	70	N/A	70
2022	80	16	96
2023	74	16	90
2024	53	16	69
2025	65	18	83

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 2. *On-Duty* Fatal Municipal Firefighter Injuries in the United States by Type of Duty: 2025

Type of Duty	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
Operating at fireground	12	38%	7	24%
Responding to or returning from alarms	3	9%	13	45%
Operating at non-fire emergencies	2	6%	5	17%
Training	3	9%	2	7%
Normal station activity	7	22%	1	3%
Emergency medical service	2	6%	0	0%
Other on-duty activity	2	6%	1	3%
Maintenance	1	3%	0	0%
Totals	32	100%	29	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 3. *On-Duty* Fatal Municipal Firefighter Injuries in the United States by Cause of Injury: 2025

Cause of Fatal Injury	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
Overexertion/stress/other related medical	10	36%	10	34%
Struck by vehicle	1	4%	2	0%
Struck by object	0	0%	1	0%
Motor vehicle crash	3	11%	8	28%
Fell	0	0%	4	14%
Overturned, no collision	0	0%	2	0%
Assault	28	100%	0	0%
Lost inside building	1	4%	0	0%
Trapped under water	2	7%	0	0%
Trapped by roof collapse	2	7%	0	0%
Trapped by wall collapse	2	7%	0	0%
Contact with electricity	0	0%	1	3%
Undetermined	0	0%	0	0%
Extreme weather	0	0%	1	3%
Totals	32	100%	29	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 4. *On-Duty* Fatal Municipal Firefighter Injuries in the United States by Nature of Injury: 2025

Nature of fatal injury	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
Sudden cardiac death	16	50%	8	28%
Internal trauma/crushing	6	19%	16	55%
Asphyxia, including smoke inhalation	2	6%	0	0%
Mechanical asphyxiation	1	3%	0	0%
Electrical shock	0	0%	1	3%
Stroke or embolism	0	0%	2	7%
Gunshot, projectile wound	3	9%	0	0%
Fracture	0	0%	1	3%
Drowning	1	3%	0	0%
Unspecified medical symptoms	1	3%	0	0%
Undetermined	2	6%	0	0%
Totals	32	100%	29	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 5. *On-Duty* Fatal Municipal Firefighter Injuries in the United States by Rank of Firefighter: 2025

Rank	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
Firefighter	20	63%	14	48%
Company officer	6	19%	7	24%
Chief officer	6	19%	8	28%
Totals	32	100%	29	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 6. *On-Duty* Fatal Municipal Firefighter Injuries in the United States by Years of Service: 2025

Years of Service	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
5 or fewer	10	31%	4	14%
6 to 10	1	3%	4	14%
11 to 15	3	9%	4	14%
16 to 20	2	6%	1	3%
21 to 25	6	19%	1	3%
26 to 30	7	22%	4	14%
31 to 35	2	6%	4	14%
36 to 40	1	3%	3	10%
41 to 45	0	0%	1	3%
46 to 50	0	0%	0	0%
More than 50	0	0%	3	10%
Totals	32	100%	29	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 7. *On-Duty* Fatal Municipal Firefighter Injuries in the United States by Age of Firefighter: 2025

Age	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
20 and under	1	3%	1	3%
21 to 25	2	6%	2	7%
26 to 30	2	6%	1	3%
31 to 35	2	6%	0	0%
36 to 40	4	13%	1	3%
41 to 45	5	16%	2	7%
46 to 50	2	6%	0	0%
51 to 55	8	25%	5	17%
56 to 60	2	6%	8	28%
61 to 65	3	9%	2	7%
66 to 70	1	3%	3	10%
71 to 75	0	0%	2	7%
Over 75	0	0%	2	7%
Totals	32	100%	29	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 8. Fatal Municipal Firefighter Injuries in the United States *Within 24 Hours of Duty* by Firefighter Type and Year

Year	Carer Firefighters Number of Deaths	Volunteer Firefighters Number of Deaths
2022	4	13
2023	4	12
2024	5	11
2025	2	16

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 9. Fatal Municipal Firefighter Injuries in the United States *Within 24 Hours of Duty* by Rank of Firefighter: 2025

Rank	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
Firefighter	1	50%	10	63%
Company officer	1	50%	3	19%
Chief officer	0	0%	3	19%
Totals	2	100%	16	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 10. Fatal Municipal Firefighter Injuries in the United States *Within 24 Hours of Duty* by Years of Service: 2025

Years of Service	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
5 or fewer	0	0%	1	6%
6 to 10	0	0%	0	0%
11 to 15	0	0%	3	19%
16 to 20	1	50%	1	6%
21 to 25	1	50%	2	13%
26 to 30	0	0%	3	19%
31 to 35	0	0%	2	13%
36 to 40	0	0%	0	0%
41 to 45	0	0%	1	6%
46 to 50	0	0%	2	13%
More than 50	0	0%	1	6%
Totals	2	50%	16	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

Table 11. Fatal Municipal Firefighter Injuries in the United States *Within 24 Hours of Duty* by Age of Firefighter: 2025

Age	Career Firefighters		Volunteer Firefighters	
	Number of Deaths	Percent of Deaths	Number of Deaths	Percent of Deaths
31 to 35	0	0%	1	6%
36 to 40	1	50%	0	0%
41 to 45	0	0%	3	19%
46 to 50	0	0%	5	31%
51 to 55	1	50%	0	0%
56 to 60	0	0%	0	0%
61 to 65	0	0%	4	25%
66 to 70	0	0%	2	13%
71 to 75	0	0%	0	0%
Over 75	0	0%	1	6%
Totals	2	100%	16	100%

Source: NFPA Fire Incident Data Organization (FIDO), firefighter fatality database.

LOGS and Fleet gave back to the community in June by volunteering at Rosie's Ranch in Parker.

Rosie's Ranch, which is in the SMFR district, is a non-profit horse therapy ranch for visually and hearing impaired children.

Our group was able to muck stalls, build a granite rock walkway, repair/replace blown down fences, replace fence post, cut wood, shovel tons of manure, and build gates.











JULY 14, 2026

CHIEF CURTIS—

I AM WRITING TO COMMEND
YOUR EMPLOYEE RYAN HAYWOOD—
ASSISTANT FIRE MARSHALL, I MET
MR. HAYWOOD AT THE RED, WHITE,
AND YOU CELEBRATION AT CLEMENT
PARK JULY 3RD, MR. HAYWOOD WAS
A GREAT PROFESSIONAL WHILE MAINTAINING
ORDER AT THE PARKING—FIRE ACCESS
ON S. YUKON CT. Thank you—Mark Statterman



CASTLE ROCK
CHAMBER

Chris Curtis

Thank you for sharing your time and valuable
information with us Leadership Dangles Conf class.
We appreciate your support and return to speak again
with us and would love to have you in the future

Chris Curtis

Catalyst. Champion. **Convener.**

July 2026

Daniel Stutz + Merion Lona,

We want to take this opportunity
to thank you for organizing the
appearance at Our 4th of July,
Independence Day Kid Parade
for Oakbrook!!

although the crew did get a
call + were required to leave sooner
than we had hoped because of a
call, we understand this is always
a possibility especially as dry as
our climate has been, the kiddos
are always excited to see a "Fire Truck"
at their parade!! Thank you!
Oakbrook HOA Board
Sec. VP

Engine 15

Shift 15C,

We want to take a minute to say
Thank you for participating in our
Independence Day - 4th of July parade.

Although you got a call and
had to leave early - the young
children are always excited to
see a "Fire Truck"!!

Thank you for the communication,
Ryan, coordinating your arrival
on time & location!

We, and the children of our
Oakbrook neighborhood appreciate you
and your efforts so very much!!
Thank you Oakbrook HOA Board
Joe - VP

Dawn Poe

To: Dawn Poe
Subject: FW: Possible station visit?

From: Fallt, Mackenzie <Mackenzie.Fallt@mail.house.gov>
Sent: Wednesday, July 29, 2026 12:22 PM
To: Dawn Poe <dawn.poe@southmetro.org>
Subject: RE: Possible station visit?

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Dawn,

Yes! You beat me to sending an email to you to close the loop. The tour went very well, I'm so grateful to Chief Richardson, as well as Jarrett (I apologize if that's a misspelling!) and Landon at Station 35, for sharing their time with me. Thank you for arranging the visit for me, it was the highlight of my time back in Colorado!

Please know that you all are welcome to reach out to our office anytime if there's anything we can ever be helpful on.

Thank you!

Mackenzie Fallt
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