

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
June 17, 2024

Present:	Jim Albee, Chair	Bob Baker, Fire Chief
	Renee Anderson, Vice Chair	Mike Dell'Orfano, Chief Govt. Affairs Officer
	Rich Sokol, Treasurer	John Curtis, Deputy Chief – Emergency Services
	Sue Roche, Secretary	Kristin Eckmann, Deputy Chief – Community Services
	Kevin Leung	Matt Weller, Deputy Chief – Internal Services
	William Shriver	Dillon Miskimins, CFO Business Services
	Bruce Stahlman	Camie Chapman, CHRO Employee Services
		Bob Cole, Legal Counsel

Others Present: SMFR Staff Members & Guests

MEETING CALL TO ORDER

Chair Albee called the Special Meeting of the South Metro Fire Rescue Fire Protection District to order at 6:04 p.m. and welcomed everyone to the meeting.

PLEDGE OF ALLEGIANCE

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

ROLL CALL

All of the Board members were present in person.

APPROVAL OF THE AGENDA

Director Anderson motioned to approve the agenda as presented. The motion was seconded by Director Roche. All were in favor and the motion carried.

CONFLICT OF INTEREST DISCLOSURE

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

- Director Stahlman – no changes
- Director Roche – no changes
- Director Anderson – no changes
- Chair Albee- no changes
- Director Shriver – no changes
- Director Leung – no changes
- Director Sokol – no changes

PUBLIC COMMENT

N/A

ACTION ITEMS

1. 2023 Annual Comprehensive Financial Report and Audit – CFO Miskimins reminded that audit partner Lisa Horn presented her team's findings at the last meeting. Since then, there were a few grammatical and typo change recommendations from the Board & opened it up to questions from the Board.

At Director Sokol's request, CFO Miskimins, under the OPEB Retirement Health Plan on page 83 noting a 1% increase or decrease changes the liability, stated that the health care cost trend is one of the actuarial assumptions that actuary uses in order to determine liability. The liability is calculated like a defined benefit and based on the assumption of a

pay out of benefits on December 31, 2023. In real dollars, if the insurance rises dramatically, we don't have the dollars to cover but for the reader of the financial statements they see the committed liability.

At Director Sokol's request, CFO Miskimins, regarding the Parker URA on page 54 stating the District has not entered into an agreement that shares revenues with the District, stated that as it relates to TIF revenues/funds, there are no agreements. Chair Albee reminded that there is a separate agreement regarding the excise tax and does not feel there would be any harm in adding information regarding the excise tax agreement with the Town of Parker & recommended CFO Miskimins find the appropriate location.

Director Sokol motioned to approve the 2023 Annual Comprehensive Financial Report and Audit as amended. Director Shriver seconded. All were in favor and the motion carried.

2. Working Agreement Between Local #2086 and South Metro Fire Rescue Fire Protection District Effective 1/1/2025 – 12/31/2027 – CHRO Chapman reviewed the changes to the agreement, highlighting:

- Employee Salary Increase
- Salary History – Comparable Departments
- Introduction of Longevity Pay
- Additional Leave Time
- Adjustment to Educational Differential
- Medical Insurance Premiums
- Budget Impact

CHRO Chapman reiterated the great working relationship, great negotiation process & is glad they were able to come to an agreement so quickly.

At Director Anderson's request, CFO Miskimins stated that with all of the uncertainty of the revenue, Staff has tried to start to model the scenarios that will happen during the budget workshops but no way to forecast revenue scenarios. Prior to the negotiation process, Staff modeled revenues for the laws that existed at the time and this fell square within the 23% threshold that the Board had set at the time.

Director Leung stated he would love to see how the revenues affect the projections and forecast as well as what will happen if current projections are the same or increase, hoping it does not put the District in a deficit. CFO Miskimins stated that the intent is to have those discussions during the budget workshops in August. Right now, it's too early to model any of the potential revenue scenarios.

At Chair Albee's request, CFO Miskimins explained that the estimated total increase in costs are in comparison to what the Board has seen in prior Long-Term plans not the 2024 budget. The \$8m increase, is above an already 3% increase in salaries that was included in prior versions of the Long-Term plan. CFO Miskimins explained that the estimated increase in overtime is related to the salary rate increases going from 3% in 2025 to 10%.

Director Sokol stated that everyone did a great job on the negotiation and at his request, CHRO Chapman stated that the only thing not in the agreement is the educational differential. Most of our comparable departments don't have the educational differential with the exception of West Metro and they only have it in place for chief officers.

At Director Leung's request, CHRO stated that once everything is implemented, SMFR will be at about 1% above the comparable agencies in total compensation. Most of the comparable contracts are only through 2025, so Staff will continue to keep an eye on what is negotiated for 2026 and 2027.

At Director Sokol's request, CHRO Chapman stated that both legal counsels have reviewed the escalation clause and believes it is pretty clear that it is only for year three.

At Director Anderson's request, Chief Baker stated that on page 18, the shared commitment to strive for the reduced workweek, is a commitment to keep it on our radar screen and keep talking about it and looking at it. If you don't put a date on it, it tends to fall by the wayside. The reality is to get to a 48-hour workweek, total compensation is significantly impacted in being the employer of choice. Compared with Denver, who work 8 hours less per week, equalizing that would keep us on top. At the recent retreat, the concept was that it was really important to management and the membership. He stated he would think the Board would expect deliverables once a year showing today's dollars or next year's dollars and what it would look like, including new research on sleep deprivation. Local President Dzengelewski stated the important words are shared commitment, so we are able to do it and have that shared approach, we all understand what it's going to do and come up with a plan together. For the record, this discussion was to clarify the intent of the commitment. The shared commitment is for a process but not a commitment to an outcome.

At Director Sokol's request, Chief Curtis stated that the current academy's graduation will be a milestone after 20 years to have all front line apparatus at four-person staffing.

At Director Sokol's request, Chief Baker stated that the notice to change the work schedule was raised from 90 days to 365 days to allow enough time for employees to adjust their family situation.

At Director Sokol's request, Chief Baker stated that the Evergreen Clause is a boiler plate to continue negotiations and the District will be bound by the same terms into 2028 if no agreement is reached. Legal Counsel advised that if no new contract is negotiated, the contract from the prior year's term would be carried forward with the escalation clause applied to year four, similar to how you would apply it in year three. The Board agreed to leave the wording as is with the suggestion that the next contract being clearer as to what happens if there is no contract.

Chair Albee thanked everyone for working through the process and being here tonight. It is emblematic of the relationship the Board has with the Local. We rely on them to do all of the good things through their membership and appreciate the spirit of the agreement and with the last three years where no one knew how it would turn out, created a new agreement that corrects and rectifies things. We are very fortunate to be able to do things like this. He reminded the Board that the intent was to get an agreement that aligned with our goofy revenue cycle and took out some of the uncertainty but makes sense and is good for both sides in a time when we don't have all of the information. Allowing this to be a three-year contract provides the ability to get on the correct total compensation cycle.

Local President Dzengelewski stated that he and the SMFR Professional Firefighters would like to thank the Board for their continued dedication, as well as acknowledging Chief Baker, Deputy Chiefs, CHRO Chapman and his team who really showed up and participated. He provided background regarding the historic meaning of the agreement, which has set a new mark and this will be the last contract that bears Chief Baker's name. This is truly what makes SMFR the best fire department in the country.

Engineer Sutton stated that it was a very interesting experience, thanked the Board and Staff on behalf of the membership and thinks we have an amazing team from the top down. He also wanted to acknowledge Local President Dzengelewski's representation.

Local Vice President Chapman stated that there was a 97% vote to approve the agreement & dovetailed into what Engineer Sutton said about this being the second contract negotiation he has been part of and it was a much different feel with the Chiefs and CHRO in the room. He thanked everyone who participated.

A moment was taken to acknowledge Chief Baker's participation in his last contract negotiation process.

Chief Baker expressed appreciation for Engineer Sutton's help navigating the perspective of the Line. We have a great EBoard and really strong staff, so the relationship that has been built to carry forward is very special.

Director Leung motioned to approve the Working Agreement Between Local #2086 and South Metro Fire Rescue Fire Protection District Effective 1/1/2025 – 12/31/2027 as presented. Director Stahlman seconded the motion. All were in favor and the motion carried.

Director Leung stated that contracts are never perfect, but you can truly see that they all have the best interest of the District in mind to ensure the end result makes this a great organization and thanked them for their efforts.

Director Sokol assured the membership that if the 48-hour work schedule is important to the Local, it is important to the Board.

DISCUSSION/POTENTIAL ACTION ITEMS

- 1. Fire Chief Selection Process** – Chair Albee stated there is nothing to discuss. Did not get any additional input on the compensation package, so the relocation allowance was added and ready to move forward with the employment agreement and job announcement materials.

INFORMATION ITEMS

- 1. Cardiac CT Scan Update** – Chief Powell reminded that the physical process changed this year, and that the initiative was led by Dr. Burns, Wellness/Physician Assistant Jeremy Gate and Nutritionist Kelsey Bailey.

Physician Assistant Gate provided a presentation regarding:

- Recap why CCTA
- Our Numbers So Far
- Referrals and Follow Up Care

Dr. Burns & Nutritionist Bailey provided sample patient cases and reviewed the intervention processes to improve the cardiac issues found.

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

- Chief Baker:
 - The Littleton Fire Muster was last Saturday. There was a good turnout. Chief Eckmann and her Team did a great job. Director Stahlman stated that he attended, and everyone was really engaged. Well done.
 - Attended the Metro Chiefs Conference followed by the Missouri Valley District Conference. Spent time talking with other Chiefs about finding a replacement for CFO Miskimins, which won't be easy. Also talked about our upcoming Fire Chief process. The recruiting firm working to replace the Toronto Fire Chief reached out to him expressing interest in our process and whether we have anyone interested in filling the vacancy in Toronto.
- Chief Dell'Orfano:
 - Provided a handout to the Board for Thursday's Board/ETeam Get Together. Looking forward to it.
- Chief Milan:
 - Visited station 15 today and the block wall is going up. Seems to be exceptionally well done this time.
- Chief Eckmann:
 - The Annual Remembrance Ceremony is this Saturday, June 22nd at 11:00 a.m. out front of HQ.
- Chief Powell:
 - Friday is the Recruit Academy Graduation Ceremony at Arapahoe Community College, Waring Theatre starting at 6:00 p.m.
 - Thanked everyone who came to the Recruit Academy family night.
 - The next academy class just finished their physicals, and 21 recruits will start the academy on July 26th.
 - What Dr. Burns and her team are doing behind the scenes for 700+ people is a huge undertaking and they have absolutely crushed it. Job well done.
- Chief Richardson:

- Dispatchers moved back into the center after three weeks working out of a remote location. The updated center was funded by the E-911 Authority. The Board will receive a tour during one of their upcoming meetings.
- Dzengelewski:
 - The EBoard will be attending the annual state conference that begins on Sunday and goes through next week.
- Director Shriver:
 - The house that was hit by lightning in the Pinery on June 10th is four houses away from his, so he got to see the crews in action. Some of the video he shot was used in Channel 31's broadcast. Chief Powell stated that the system worked as designed and there was excellent response coordination.

EXECUTIVE SESSION (UPON MOTION)

N/A

NEXT MEETING

The next Regular South Metro Fire Rescue District Board of Directors' meeting will take place on July 1, 2024, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

The next Special South Metro Fire Rescue District Board of Directors' meeting will take place on July 15, 2024, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

Chair Albee adjourned the meeting at 8:31 p.m.

Attested by: 

Date: Jul 1, 2024