



SOUTH METRO FIRE RESCUE
Regular Board of Directors' Meeting
February 3, 2025
9195 East Mineral Avenue, Centennial, CO

I. REGULAR BOARD MEETING – 6:00 P.M. – Board Room

A. MEETING CALL TO ORDER

B. PLEDGE OF ALLEGIANCE

C. ROLL CALL

D. APPROVAL OF THE AGENDA

E. CONFLICT OF INTEREST DISCLOSURE

F. 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).

G. PRESENTATION

1. Chandler Asset Management
2. Firefighter Inspiration Readiness & Education (FIRE) Presentation

H. 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.

- 12/09/24 South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes
- 12/16/24 South Metro Fire Rescue Fire Protection District Special Board Meeting Minutes
- 01/06/25 South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes
- 01/09/25 South Metro Fire Rescue Fire Protection District Special Board Meeting Minutes
- 01/13/25 South Metro Fire Rescue Fire Protection District Special Board Meeting Minutes
- 01/27/25 South Metro Fire Rescue Fire Protection District Special Board Meeting Minutes

I. ACTION ITEMS

1. Determination of Finalist Candidate(s) for the Position of Fire Chief - Albee

J. 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. Revenue Initiative: Financial Discussion – Corbo

K. INFORMATION ITEMS

1. IGA Update – Dell’Orfano
 - a. Arapahoe County 911 Authority Backup Communications Center IGA
 - b. Arapahoe County Body Worn Cameras IGA

L. EXECUTIVE SESSION (upon motion)

N/A

M. NEXT MEETING(S)

Special Board of Directors’ Meeting to be held on February 24, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO

Regular Board of Directors’ Meeting to be held on March 3, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO

N. ADJOURNMENT

INVESTMENT REPORT

South Metro Fire Rescue Fire Protection District | As of December 31, 2024

CHANDLER ASSET MANAGEMENT | chandlerasset.com

Chandler Team:

For questions about your account, please call (800) 317-4747,
or contact clientservice@chandlerasset.com

ECONOMIC UPDATE

■ Economic Growth

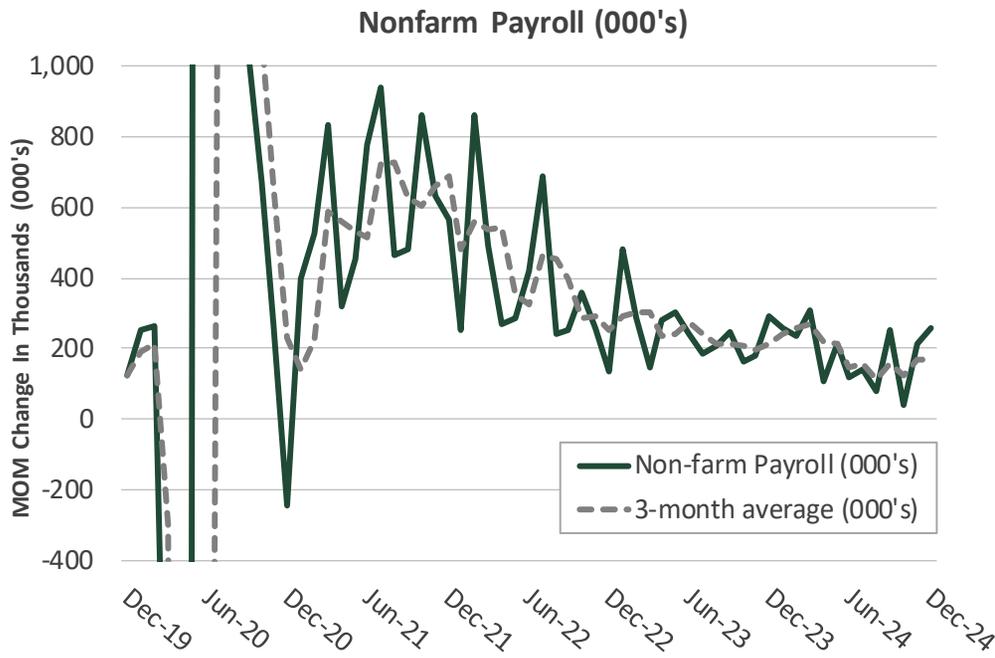
- Recent economic data highlights strong economic growth, resilient consumer spending, easing inflation, and a cooling labor market. Gross Domestic Product (GDP) growth is expected to moderate in 2025.

■ Federal Reserve

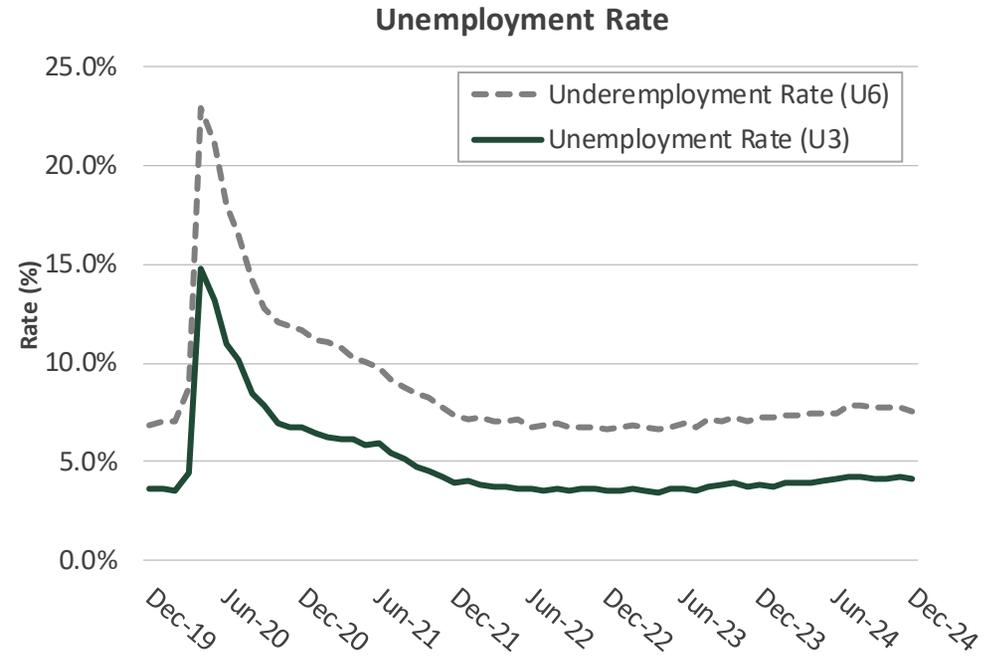
- The Federal Reserve (Fed) maintained the target range for the federal funds rate in a range of 4.25% to 4.50% as widely expected at the January meeting. The pause follows rate cuts in September, November, and December totaling 100 basis points. Chair Powell reiterated that the economy remains strong and monetary policy is well-positioned, supporting expectations for slower Fed rate cuts in 2025.

■ Bond Yields

- Bond yields rose in December. The 2-year Treasury yield rose by 9 basis points to 4.24%, and the 10-year Treasury yield increased by 40 basis points month-over-month to 4.57%. The historically long yield curve inversion, which began in July 2022, showed signs of normalization.



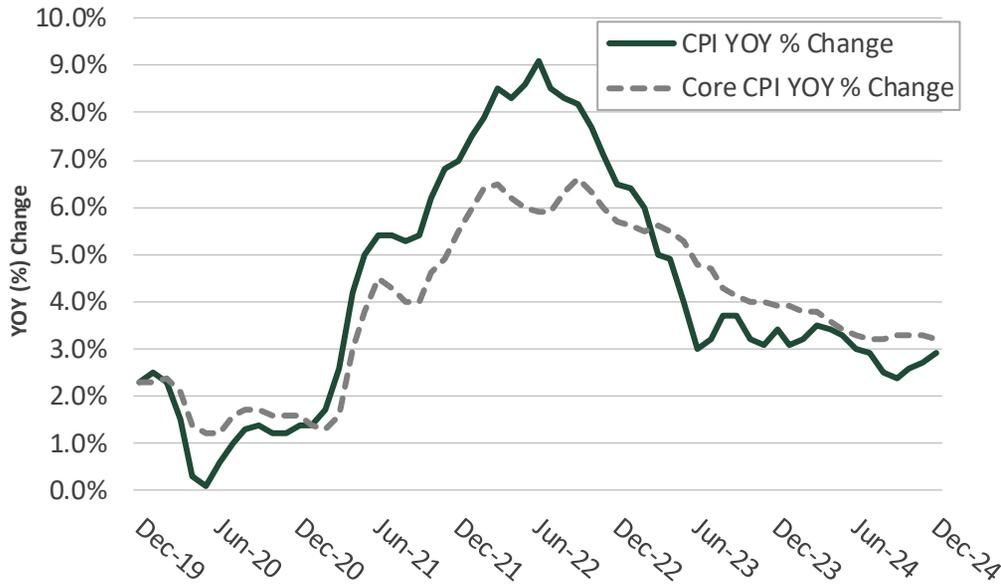
Source: US Department of Labor



Source: US Department of Labor

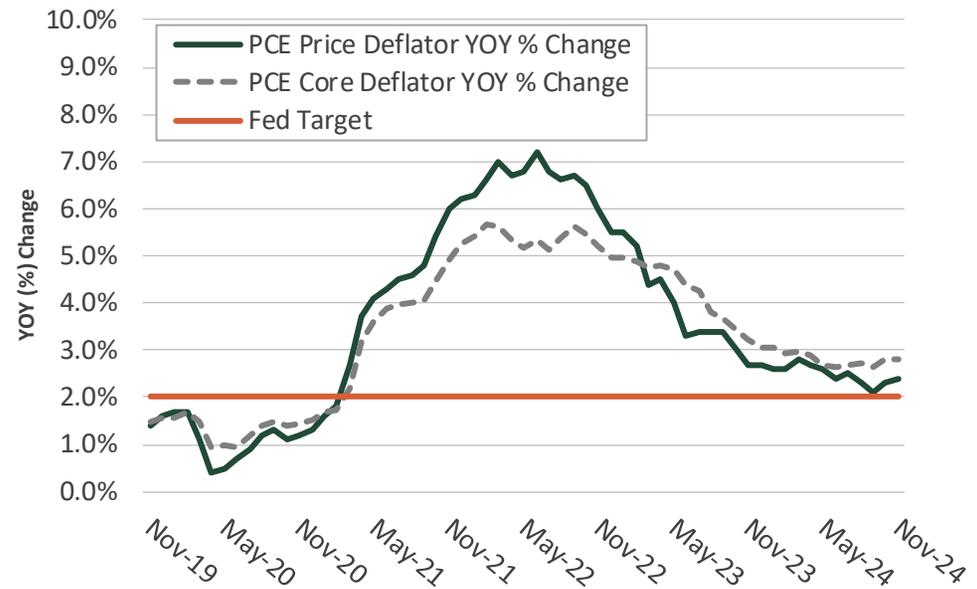
- The U.S. added 256,000 jobs in December, surpassing the consensus estimate of 165,000.
- The three-month moving average and six-month moving average payrolls totaled 170,000 and 165,000 respectively.
- The unemployment rate dropped to 4.1%.

Consumer Price Index (CPI)



Source: US Department of Labor

Personal Consumption Expenditures (PCE)



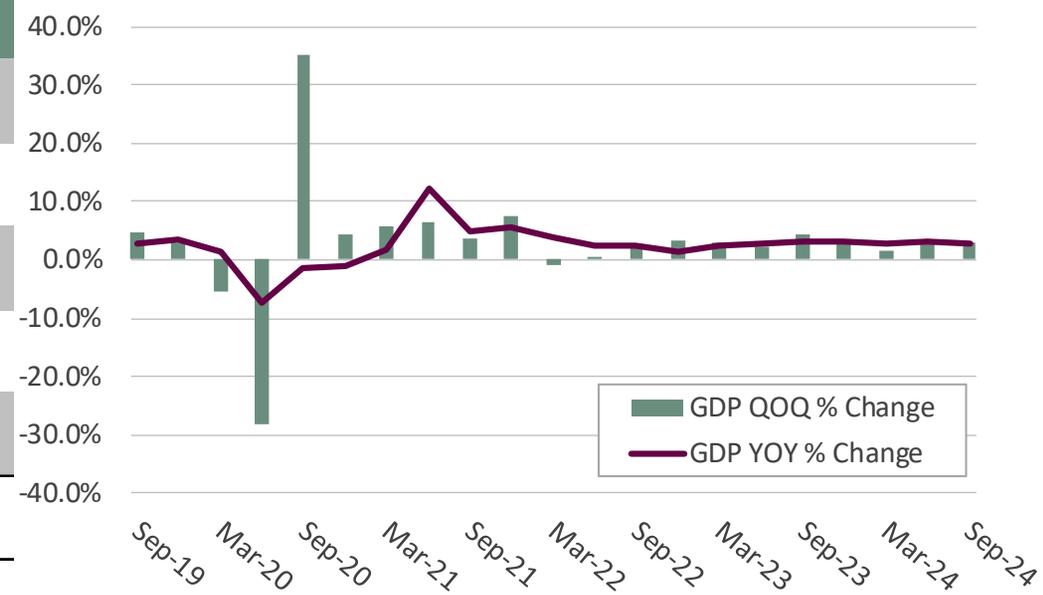
Source: US Department of Commerce

- The Personal Consumption Expenditures (PCE) Index rose 0.1% from the previous month and 2.4% year-over-year in November.
- The Core PCE deflator (the Fed’s preferred gauge) increased 0.1% month-over-month and 2.8% over the past year.
- Although inflation has moderated, price increases remain above the Fed’s 2% target.

Components of GDP	12/23	3/24	6/24	9/24
Personal Consumption Expenditures	2.3%	1.3%	1.9%	2.5%
Gross Private Domestic Investment	0.2%	0.6%	1.5%	0.2%
Net Exports and Imports	0.1%	-0.6%	-0.9%	-0.4%
Federal Government Expenditures	0.0%	0.0%	0.3%	0.6%
State and Local (Consumption and Gross Investment)	0.6%	0.3%	0.3%	0.3%
Total	3.2%	1.6%	3.0%	3.1%

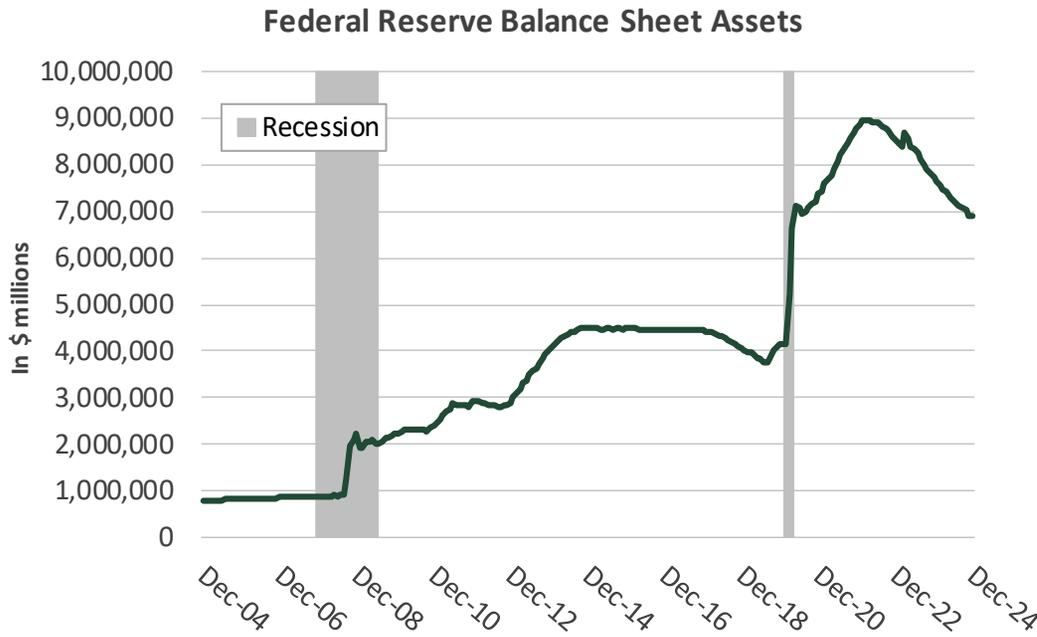
Source: US Department of Commerce

Gross Domestic Product (GDP)

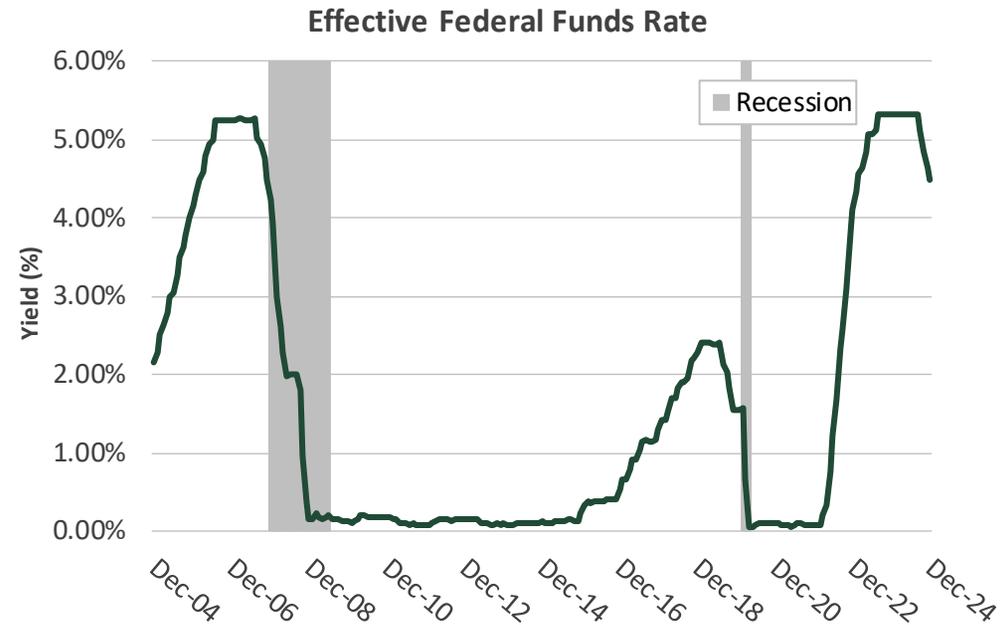


Source: US Department of Commerce

- Third quarter GDP increased at an annualized rate of 3.1%, powered by personal consumption expenditures.
- Fourth quarter GDP increased by 2.3% according to the advance estimate. Consensus forecasts call for 2.8% growth for the full year 2024 and 2.2% growth for 2025.



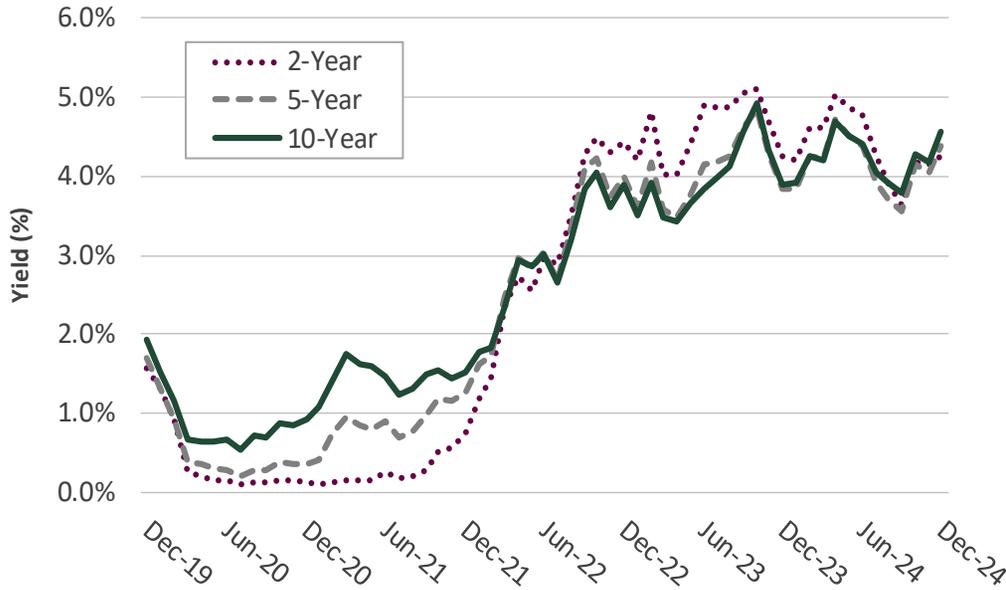
Source: Federal Reserve



Source: Bloomberg

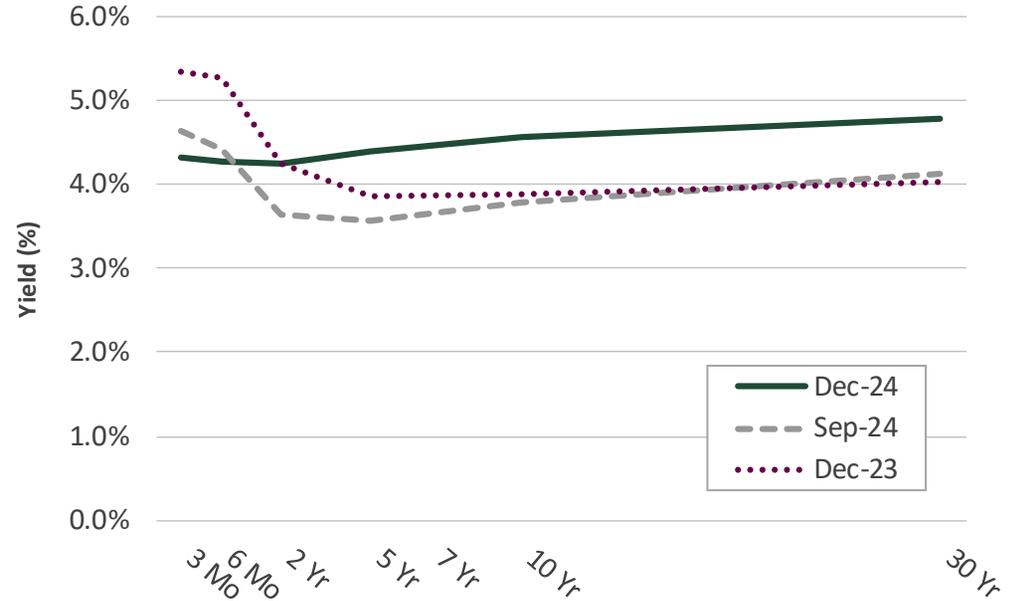
- The Federal Reserve (Fed) cut the federal funds rate 0.25% to 4.25–4.50% in December, which was broadly anticipated. Chair Powell reiterated that the economy remains strong and monetary policy is well-positioned. This supports expectations of slower Fed rate cuts in 2025.
- The Fed continues to reduce its holdings of U.S. Treasury securities and agency mortgage-backed securities as per its predefined schedule of \$25 billion and \$35 billion per month. Since the Fed began its Quantitative Tightening campaign in June 2022, securities holdings have declined by approximately \$1.9T to approximately \$7.0T.

US Treasury Note Yields



Source: Bloomberg

US Treasury Yield Curve



Source: Bloomberg

- Bond yields rose in December. The 2-year Treasury yield rose by 9 basis points to 4.24%, and the 10-year Treasury yield increased by 40 basis points month-over-month to 4.57%. The historically long yield curve inversion, which began in July 2022, showed signs of normalization.

ACCOUNT PROFILE

OBJECTIVES

South Metro Fire Rescue Fire Protection District | Account #540 | As of December 31, 2024

Investment Objectives

The investment objectives of the South Metro Fire Rescue Fire Protection District are first, to ensure safety of invested funds; second, to maintain sufficient liquidity to meet cash flow needs; and third, to attain a market average rate of return consistent with the primary objectives of safety and liquidity.

Chandler Asset Management Performance Objective

The performance objective for the South Metro Fire Rescue Fire Protection District is to attain a market average rate of return throughout market and economic cycles. The market average rate of return is defined as the total rate of return on a benchmark index of 1-5 Year US Treasury and Federal Agency securities.

Strategy

In order to achieve these objectives, the South Metro Fire Rescue Fire Protection District invests in high-quality money market, US Treasury securities, Agency securities, and Corporate securities, in accordance with the Colorado Revised Statutes and the Authority's Investment Policy.

PORTFOLIO CHARACTERISTICS



South Metro Fire Rescue Fire Protection District | Account #540 | As of December 31, 2024

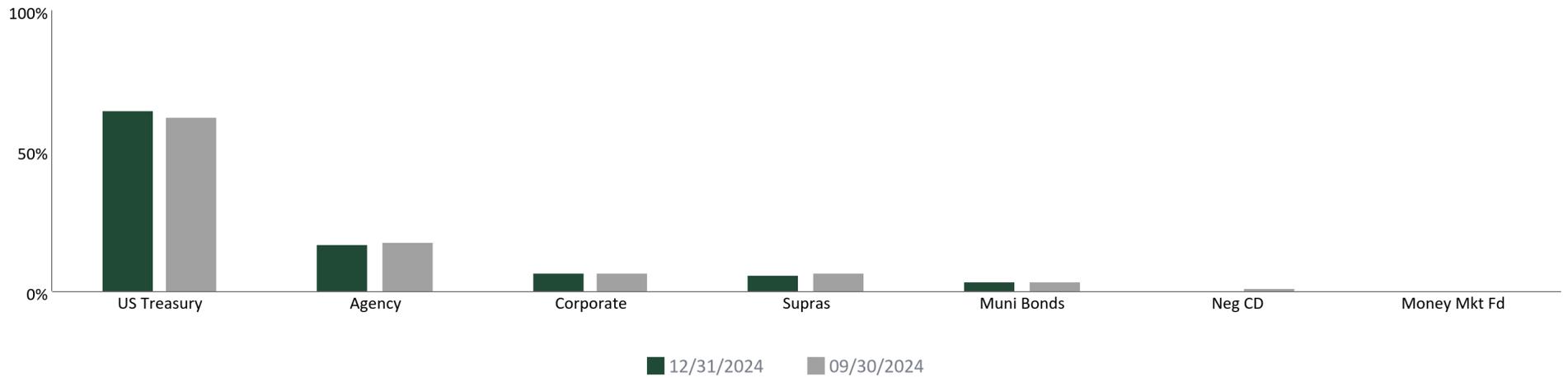
	Benchmark*	12/31/2024 Portfolio	9/30/2024 Portfolio
Average Maturity (yrs)	2.66	2.83	2.81
Average Modified Duration	2.48	2.60	2.62
Average Purchase Yield		3.54%	3.44%
Average Market Yield	4.29%	4.35%	3.72%
Average Quality**	AA+	AAA	AAA
Total Market Value		22,979,086	23,177,040

*Benchmark: ICE BofA 1-5 Year Unsubordinated US Treasury & Agency Index

**The credit quality is a weighted average calculation of the highest of S&P, Moody's and Fitch.

SECTOR DISTRIBUTION

South Metro Cons Agg | Account #723 | As of December 31, 2024



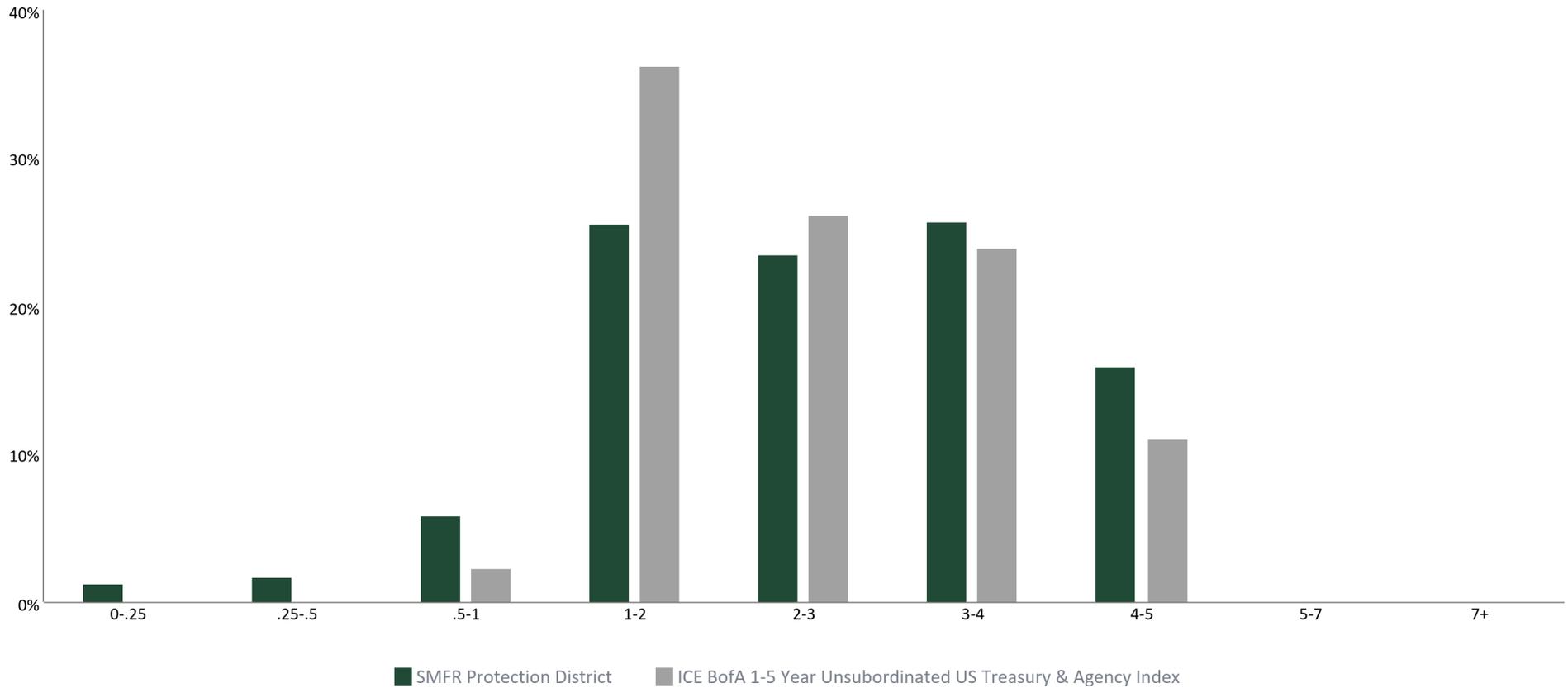
Sector as a Percentage of Market Value

Sector	12/31/2024	09/30/2024
US Treasury	64.79%	62.80%
Agency	17.33%	17.90%
Corporate	6.96%	6.94%
Supras	5.98%	6.67%
Muni Bonds	3.95%	4.16%
Neg CD	0.62%	1.18%
Money Mkt Fd	0.37%	0.36%

DURATION DISTRIBUTION

South Metro Fire Rescue Fire Protection District | Account #540 | As of December 31, 2024

Portfolio Compared to the Benchmark



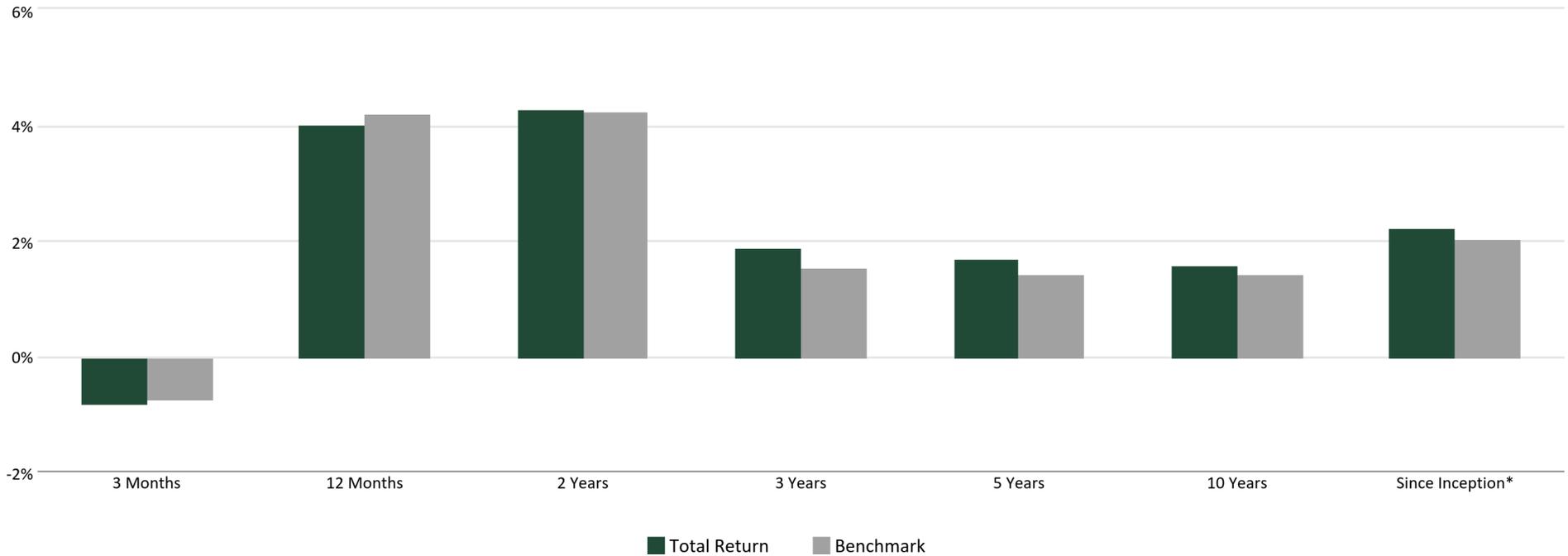
	0-0.25	0.25-0.5	0.5-1	1-2	2-3	3-4	4-5	5-7	7+
Portfolio	1.3%	1.8%	5.9%	25.6%	23.6%	25.8%	15.9%	0.0%	0.0%
ICE BofA 1-5 Year Unsubordinated US Treasury & Agency Index	0.0%	0.0%	2.4%	36.3%	26.3%	24.0%	11.0%	0.0%	0.0%

INVESTMENT PERFORMANCE



South Metro Fire Rescue Fire Protection District | Account #540 | As of December 31, 2024

Total Rate of Return : Inception | 04/01/2005



	3 Months	12 Months	2 Years	3 Years	5 Years	10 Years	Since Inception
TOTAL RATE OF RETURN							
SMFR Protection District	(0.82%)	4.02%	4.30%	1.88%	1.68%	1.58%	2.22%
Benchmark	(0.76%)	4.20%	4.23%	1.54%	1.42%	1.41%	2.04%

*Periods over 1 year are annualized.

Benchmark: ICE BofA 1-3 Year Treasury & Agency Index unit 4/30/24. ICE. BofA 1-5 Year Unsubordinated US Treasury & Agency index starting 5/1/24.

Total rate of return: A measure of a portfolio's performance over time. It is the internal rate of return, which equates the beginning value of the portfolio with the ending market value; it includes interest earnings, realized and unrealized gains and losses in the portfolio.

IMPORTANT DISCLOSURES



South Metro Fire Rescue Fire Protection District | Account #540 | As of December 31, 2024

2024 Chandler Asset Management, Inc, An Independent Registered Investment Adviser.

Information contained herein is confidential. Prices are provided by ICE Data Services Inc (“IDS”), an independent pricing source. In the event IDS does not provide a price or if the price provided is not reflective of fair market value, Chandler will obtain pricing from an alternative approved third party pricing source in accordance with our written valuation policy and procedures. Our valuation procedures are also disclosed in Item 5 of our Form ADV Part 2A.

Performance results are presented gross-of-advisory fees and represent the client’s Total Return. The deduction of advisory fees lowers performance results. These results include the reinvestment of dividends and other earnings. Past performance may not be indicative of future results. Therefore, clients should not assume that future performance of any specific investment or investment strategy will be profitable or equal to past performance levels. All investment strategies have the potential for profit or loss. Economic factors, market conditions or changes in investment strategies, contributions or withdrawals may materially alter the performance and results of your portfolio.

Index returns assume reinvestment of all distributions. Historical performance results for investment indexes generally do not reflect the deduction of transaction and/or custodial charges or the deduction of an investment management fee, the incurrence of which would have the effect of decreasing historical performance results. It is not possible to invest directly in an index.

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Fixed income investments are subject to interest, credit and market risk. Interest rate risk: the value of fixed income investments will decline as interest rates rise. Credit risk: the possibility that the borrower may not be able to repay interest and principal. Low rated bonds generally have to pay higher interest rates to attract investors willing to take on greater risk. Market risk: the bond market in general could decline due to economic conditions, especially during periods of rising interest rates.

Ratings information have been provided by Moody’s, S&P and Fitch through data feeds we believe to be reliable as of the date of this statement, however we cannot guarantee its accuracy.

Security level ratings for U.S. Agency issued mortgage-backed securities (“MBS”) reflect the issuer rating because the securities themselves are not rated. The issuing U.S. Agency guarantees the full and timely payment of both principal and interest and carries a AA+/Aaa/AAA by S&P, Moody’s and Fitch respectively.

BENCHMARK DISCLOSURES



South Metro Fire Rescue Fire Protection District | Account #540 | As of December 31, 2024

Benchmark	Disclosure
ICE BofA 1-5 Yr US Treasury & Agency Index	The ICE BofA 1-5 Year US Treasury & Agency Index tracks the performance of US dollar denominated US Treasury and nonsubordinated US agency debt issued in the US domestic market. Qualifying securities must have an investment grade rating (based on an average of Moody's, S&P and Fitch). Qualifying securities must have at least one year remaining term to final maturity and less than five years remaining term to final maturity, at least 18 months to maturity at time of issuance, a fixed coupon schedule, and a minimum amount outstanding of \$1 billion for sovereigns and \$250 million for agencies.
ICE BofA 1-3 Yr AAA-A US Corp & Govt Index	The ICE BofA 1-3 AAA-A Year US Corporate & Government Index tracks the performance of US dollar denominated investment grade debt publicly issued in the US domestic market, including US Treasury, US agency, foreign government, supranational, and corporate securities. Qualifying securities must be rated AAA through A3 (based on an average of Moody's, S&P and Fitch). In addition, qualifying securities must have at least one year remaining term to final maturity and less than three years remaining term to final maturity, at least 18 months to final maturity at point of issuance, a fixed coupon schedule, and a minimum amount outstanding of \$1 billion for US Treasuries and \$250 million for all other securities.

South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
December 9, 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 (Absent)
Sue Roche, Secretary	Kristin Eckmann, Deputy Chief – Community Services
Kevin Leung	Matt Weller, Deputy Chief – Employee Services
William Shriver	Stephanie Corbo, Chief Financial Officer
Bruce Stahlman	Camie Chapman, CHRO Employee Services
	Bob Cole, Legal Counsel

Others Present: SMFR Staff Members, SMFR Explorers Instructor Rosetta Saiz, Explorers Nate Siebert and Justin Lee; David Flaherty, Courtney Sievers and Ryan Winger from Magellan Strategies; Bryan Blakely and Sara O'Keefe from Public Alignment Communication

MEETING CALL TO ORDER

Chair Albee called the Regular Meeting of the South Metro Fire Rescue Fire Protection District to order at 6:10 p.m. and welcomed everyone to the meeting.

PLEDGE OF ALLEGIANCE

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

ROLL CALL

All of the Board members were present in person.

APPROVAL OF THE AGENDA

Director Roche motioned to approve the agenda as presented. Director Shriver seconded the motion. 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 Sokol – no changes
- Director Leung – no changes

PUBLIC COMMENT

N/A

PRESENTATION

1. **SMFR Explorer Program** – EMS BC Piche introduced Rosetta Saiz, FF on B Shift, Ladder 44 and Instructor for Explorer Program. FF Saiz provided an overview of the Explorer Program.

EMS BC Piche introduced SMFR Explorers Nate Siebert and Justin Lee & also provided a brief bio for each. EMS BC Piche read the Community Service Award presented to the pair earlier this year and expressed his gratitude for the opportunity to highlight their actions and provide information on what the program is doing.

Chief Dell'Orfano, in response to Director Leung's request, will find out the explorer budget and let the Board know.

The Board thanked Explorers Siebert & Lee for their heroic efforts.

2. Revenue Initiative -

a. Magellan Strategies

b. Public Alignment Communication

Chief Dell'Orfano introduced the consultants hired to assist with determining ways to improve revenues & to get a more scientific feeling of our voters.

Managing Partners Bryan Blakely and Sara O'Keefe with Public Alignment Communication, who will be working with Magellan Strategies, provided an introduction and overview of services. Sara provided an overview of the process and making sure it reflects a lot of thought and intention of the work & reviewed several projects they have worked on recently as well as a comprehensive fluid timeline.

Director of Quantitative Research and Predictive Analytics Courtney Sievers and Director of Data Analysis and Campaign Strategy Ryan Winger provided an introduction and an overview of services to provide SMFR with options for revenue initiatives and strategic messaging.

Chief Dell'Orfano added that the group will be meeting Wednesday to provide them with historical information as well as about who we are, what we do and why we do it. Chief Dell'Orfano referring to the Board Guiding Philosophy handout, suggested the Board mull them over to see if any speak to them as defining SMFR and what has been a priority. This information will drive survey and help to get down to the hard details of when we feel good about a capital plan or other revenue needs that we can ask our voters to support. If there are any recommendations or additional information needed, feel free to contact him or CFO Corbo.

At Director Sokol's request, Chief Baker stated there is no way to put a number on removing ISO or Accreditation, but whatever is done, it will affect the top three on the list and there's currently no way to make the budget stay in the black.

At Director Anderson's request, Chief Baker offered to have Staff put together information regarding the senior population and the percentage of medical responses were to a retirement facility or residence. Chief Eckmann added that the CRRS group has that information available and use it for their community education.

CONSENT AGENDA

November 4, 2024 South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes
2024 Audit Engagement Letter

Director Leung motioned to approve the consent agenda as presented. Director Sokol seconded the motion. All were in favor and the motion carried.

ACTION ITEMS

2025 Budget

CFO Corbo presented a summary of the 2025 budget, reviewing changes from the 11/04 budget presentation, next steps & budget timeline, and informed there are deeper dive components included in the presentation.

At Director Albee's request, CHRO Chapman stated the estimate was way off as to how many employees would enroll in the new Kaiser plan. Hoped for 150, but only 15 employees moved over to that plan.

At Director Leung's request, CFO Corbo will provide the Board with a model of the variance for the full three years of the CBA.

At Director Sokol's request, CFO Corbo stated that some of the items were missed and the \$900K variance in the CBA is significant, but it was also during the CFO transition and understanding all of the components. The base is modeled in the 10-year plan, but Staff has not looked at the 3% vs. 3.5% variance for 2026 and 2027.

At Director Sokol's request, CFO Corbo stated she hopes to have the Self-Insured Fund balance reviewed in the first quarter of 2025 to determine how the funds will change with the two medical providers. CHRO Chapman added that there is a Board policy that requires a 10% minimum balance.

1. SMFR Resolution No. 2024-10 Resolution to Adopt 2025 Budget and Appropriate Sums

Chair Albee motioned to approve SMFR Resolution No. 2024-10 Resolution to Adopt 2025 Budget and Appropriate Sums as presented. Director Sokol seconded the motion. All were in favor and the motion carried.

1. SMFR Resolution No. 2024-11 Resolution to Set Mill Levies

Chair Albee motioned to approve SMFR Resolution No. 2024-11 Resolution to Set Mill Levies as presented. Director Sokol seconded the motion. All were in favor and the motion carried.

2. SMFR Resolution No. 2024-12 Resolution to Set Refunds and Abatements Mill Levy

Chair Albee motioned to approve SMFR Resolution No. 2024-12 Resolution to Set Refunds and Abatements Mill Levy as presented. Director Shriver seconded the motion. Six were in favor and one opposed (Sokol) and the motion carried.

3. SMFR Resolution No. 2024-13 A Resolution Repealing and Readopting a Fee Schedule for Ambulance and EMS Service – CFO Corbo stated that transport fees have not been significantly updated since 2020 and Staff has identified that we have fallen below fees charged by neighboring fire/EMS agencies. The presented resolution repeals the former fees and readopts a new fee schedule for Ambulance and EMS Services as well as authorizing the Fire Chief or CFO to periodically adjust fees within CPI-U.

At Director Sokol's request, CFO Corbo stated that the district's philosophy has been not to overcharge our customers. Chief Pietrzyk added that we have intentionally stayed closer to the average charged by our neighboring agency. The average transport cost is \$4K, which is way above the average fee. The annual average cost is \$43M and we are collecting approximately \$23M, including Medicaid.

Chair Albee motioned to approve SMFR Resolution No. 2024-13 A Resolution Repealing and Readopting a Fee Schedule for Ambulance and EMS Service as presented. Director Roche seconded the motion. All were in favor and the motion carried.

4. SMFR Resolution No. 2024-14 A Resolution Repealing and Readopting a Fee Schedule for Fire Code Inspections – CFO Corbo listed the five separate FMO fees and would like to dive into the other four of them next year and not increase those fees for now. DFM Conroy stated that Staff recommends the fire code inspection fees be updated in order to more closely recover the cost of services provided. The presented resolution repeals the former fees and readopts a new fee schedule for fire code inspections. At the Board's request, DFM Conroy reported that we collected a little over \$21K in fees and utilized 270 hours of Staff time during the BMW golf tournament.

At Director Anderson's request, DFM Conroy believes the BMW Championship event received a good deal for services provided but should have reimbursed our costs.

At Director Leung's request, DFM Conroy stated that the hourly rates are from cost recovery models that are utilized when they are deemed appropriate.

Chair Albee motioned to approve SMFR Resolution No. 2024-14 A Resolution Repealing and Readopting a Fee Schedule for Fire Code Inspections as presented. Director Stahlman seconded the motion. All were in favor and the motion carried.

- 5. SMFR Resolution No. 2024-15 Resolution Adopting 2025 Regular Board Meeting Schedule** – Chief Dell'Orfano reminded that no later than the first regular meeting of each year, Special District Boards must approve their meeting schedule for the year. The presented resolution, based on the 2024 schedule, the Regular Board Meetings will be held on the first Monday of each month, and a Special Meeting to be held on the third Monday of each month January through October, here at the Mineral HQ. The meeting dates in January, February and September have been adjusted to avoid conflict with national holidays & December to accommodate the budget deadlines.

Chair Albee motioned to approve SMFR Resolution No. 2024-15 Resolution Adopting 2025 Regular Board Meeting Schedule as presented. Director Roche seconded the motion. All were in favor and the motion carried.

- 6. SMFR Resolution No. 2024-16 Resolution Designating Location to Post Notice** – Chief Dell'Orfano reminded that intergovernmental authorities are required to designate annually no later than at the Board's first meeting of each calendar year, the place at which notice will be posted at least 24 hours prior to each meeting. The presented resolution reflects same designated posting locations as 2024.

Chair Albee motioned to approve SMFR Resolution No. 2024-16 Resolution Designating Location to Post Notice as presented. Director Anderson seconded the motion. All were in favor and the motion carried.

- 7. SMFR Resolution No. 2024-17 A Resolution Calling for the 2025 Regular District Election for Director Districts 2, 6, and 7, and Appointing Designated Election Official** – Chief Dell'Orfano stated that the presented resolution calls for the 2025 regular board election, to be held on May 6, 2025, for director districts 2, 6, and 7, to be conducted as a mail ballot election by director district, with Barb Andrews appointed as the Designated Election Official. The resolution allows flexibility to change to a polling place or conduct a combined mail-ballot election with other special districts.

Chair Albee acknowledge that if we are truly trying to change the cost of an election, we would change it to a polling place election. Director Leung added that we would also have to change the inability to cancel part of an election.

Chair Albee motioned to approve SMFR Resolution No. 2024-17 A Resolution Calling for the 2025 Regular District Election for Director Districts 2, 6, and 7, and Appointing Designated Election Official as amended. Director Stahlman seconded the motion. All were in favor and the motion carried.

DISCUSSION/POTENTIAL ACTION ITEMS

- 1. Fire Chief Selection Process** – Chair Albee reported that the assessment center was conducted last weekend; 10 candidates moved forward in the process but two candidates dropped out. The process was substantial and flawlessly executed by CHRO Chapman and her team. An update on the process will be provided at the December 16th meeting and they will hone in on the final steps and timeline.

INFORMATION ITEMS

- 1. IGA Update** – Update on the following IGA changes:

1. Parker Quit Claim Deed – Front of Station 46 – Chief Milan stated that in 2005, Hans Kahn Architects were the architects hired for the design of Station 46. Chief Milan, referring to the architectural rendering of the front of

the station, informed that a quit claim deed has been signed that deeds a portion of the sidewalk, which has been maintained jointly by PFPD/SMFR and the Town of Parker, to the Town of Parker so they have the land solely as their own property for maintenance.

2. Parker Stroh Road Temporary Construction Agreement – Front of Station 46 - Chief Milan stated that the Town of Parker will be starting construction of JP Morgan Blvd in front of the station. The agreement outlines the construction needs for our control of the access to the signals and their ability to walk on our property.
3. Douglas County Radio Technician Agreement – Chief Dell’Orfano stated this is the 7th amendment and the cost for 2025 is \$87,053 vs. this year’s cost of almost \$82K, which is 50% of the costs for maintaining our radios.

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

- Chief Baker:
 - Forwarded a picture from Chief Pietrzyk to the Board which shows the front side of Station 46.
- Chief Milan:
 - Provided an update on projects at Station 15 and stated that the station is gorgeous. Staff is still shooting for mid-January completion and move in for February.
- Chief Powell:
 - 24-2 Academy Graduation is Friday night at ACC starting at 6 p.m. Family night is tomorrow night from 4-8 p.m.
- Communications Director March:
 - 911 Systems Administrator Russ St. Meyer received 5 nominations for his contributions to SMFR and the Emergency Communications Center and was chosen as the recipient of the 2024 Colorado NENA/APCO IT Tech of the Year Award.
 - On November 26th, due to a water main break at HQ, they ended up utilizing the back up center for the day until the water was reestablished here. There was zero impact to the citizens and the center worked the way it was supposed to work.
- Local 2086 President Dzengelewski:
 - Thanked the Board for allowing the Local Executive Board to be a part of the chief selection process.
 - Gratitude and congratulations to CHRO Chapman and her team for making the weekend’s hiring process go so well.
 - Assured that it is in their scope and are willing to participate in the revenue initiative process; they agree with the Board’s Philosophy statement discussed during the meeting; and they have the resources to assist with funding and campaigning.
- Chief Mayhew:
 - A firefighter suffered a minor ankle injury on a fire Sunday night. But has already been released from the hospital.
- Chair Albee:
 - Captain Chris Phipps provided a short personal bio.
 - Station/Division gifts from the Board should be ready for delivery next week.
 - 2024 was another great year and expressed appreciation for letting the Board get in and ask questions, information provided and support to help them do their part, highlighting the big events of this year and next year. On behalf of the Board, he wished everyone a happy and safe holiday season.
- Thank you notes & other items:
 - CFAI Review of Annual Compliance Report confirming completion of the third annual compliance report in the current accreditation cycle.
 - Thank you letter from Arvada fire for SMFR’s support in the loss of one of their own, Kyle Trombly.
 - Thank you letter from West Metro Fire Rescue to Captain Thomas, Retired Lieutenant Simon, Lieutenant Urban and Scrapeck for serving as assessors during their recent Lieutenant promotional exam.
 - Thank you note from Bennett-Watkins Fire for SMFR’s assistance provided after the loss of Volunteer Firefighter Darquea (“DJ”) Juris.
 - Thank you note from Cougar Run Elementary to Engine 17’s crew for Engine Demo.

- Thank you note from Hopkins Elementary School to Station 14 for their professional, kind and compassionate response to a community member that arrived at their school seeking help.
- Thank you note from Mountain Ridge Middle School thanking SMFR's crews for the danger they take on every day.
- Thank you note from appreciative citizen to Engine 17, B Shift for their timeliness, courteous and helpful demeanor when responding to a safety/structural concern at a citizen's condo.

EXECUTIVE SESSION (UPON MOTION)

N/A

NEXT MEETING

Special Board of Directors' Meeting to be held on December 16, 2024, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

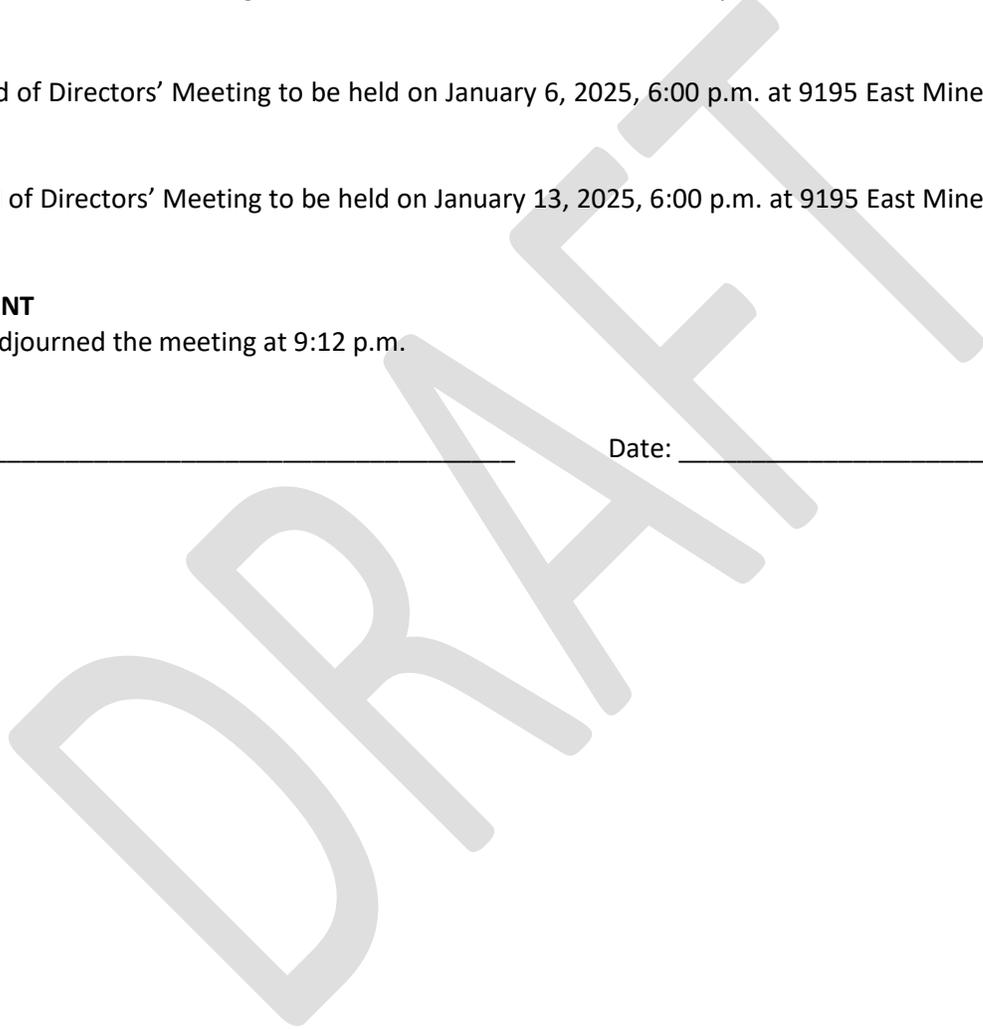
Regular Board of Directors' Meeting to be held on January 6, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

Special Board of Directors' Meeting to be held on January 13, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO

ADJOURNMENT

Chair Albee adjourned the meeting at 9:12 p.m.

Attested by: _____ Date: _____



South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
December 16, 2024

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

Others Present: 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 6:12 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

Director Roche's attendance was remote. All of the other 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 Shriver. 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

EXECUTIVE SESSION (UPON MOTION)

At 6:14 p.m., Chair Albee motioned to convene to Executive Session pursuant to §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 the Fire Chief selection process. Director Anderson seconded the motion. All were in favor and the motion carried.

The regular meeting reconvened at 8:59 p.m. with no action taken.

DISCUSSION/POTENTIAL ACTION ITEMS

1. Fire Chief Selection Process – No report.

NEXT MEETING

The next Regular South Metro Fire Rescue District Board of Directors' meeting will take place on January 6, 2025, 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 January 13, 2025, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

Chair Albee adjourned the meeting at 9:00 p.m.

Attested by: _____

Date: _____

DRAFT

South Metro Fire Rescue Fire Protection District
Regular Board of Directors' Meeting Minutes
January 6, 2025

Present: Jim Albee, Chair
Renee Anderson, Vice Chair
Rich Sokol, Treasurer
Sue Roche, Secretary
Kevin Leung
William Shriver
Bruce Stahlman

Bob Baker, Fire Chief (Absent)
Mike Dell'Orfano, Chief Govt. Affairs Officer (Absent)
John Curtis, Deputy Chief– Emergency Services (Absent)
Kristin Eckmann, Deputy Chief – Community Services (Absent)
Matt Weller, Deputy Chief – Employee Services (Absent)
Stephanie Corbo, Chief Financial Officer (Absent)
Camie Chapman, CHRO Employee Services
Allison Ulmer, Legal Counsel (Absent)

Others Present: SMFR Staff Members

MEETING CALL TO ORDER

Chair Albee called the Regular Meeting of the South Metro Fire Rescue Fire Protection District to order at 6:01 p.m. and welcomed everyone to the meeting.

PLEDGE OF ALLEGIANCE

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

ROLL CALL

All of the Board members were present in person.

APPROVAL OF THE AGENDA

Director Leung motioned to approve the agenda as presented. Director Stahlman seconded the motion. 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 Sokol – no changes
- Director Leung – no changes

PUBLIC COMMENT

Cory Palmeiro, who resides at 680 Front Range Road, Littleton, CO 80120, informed that the Littleton City Council is voting on Ordinance 3031-2024 tomorrow night, which will allow a blanket upzoning of every residential lot, big or small, to have up to four multi-units in lieu of the current single-family unit currently existing. He stated he is not against density and understands what they are trying to do, but he is concerned about the neighborhood and their restraints. It is a life safety issue, and the neighborhood is not set up for added density. These concerns have been presented to the City Council numerous times and they have not recognized them as legitimate concerns.

At Director Stahlman's request, Mr. Palmeiro stated that this ordinance has been out there for a year but by the time he learned about it, it had already been approved by the planning department & the city says that they are going off of the fire department's guidance.

At Director Sokol's request, Mr. Palmeiro asked for someone to reach out to the City Council Members and Mayor Schlachter to specifically exclude their properties. Mr. Palmeiro thanked the Board for their time.

The Board agreed to obtain all of the facts straight before reacting. Chair Albee agreed to follow up with Chief Dell'Orfano and the Fire Marshal's Office.

CONSENT AGENDA

N/A

ACTION ITEMS

N/A

DISCUSSION/POTENTIAL ACTION ITEMS

N/A

INFORMATION ITEMS

- Local 2086 Vice President Brent "Chappie" Chapman
 - Thanked the Board members for taking time to stop by the stations over the holidays to drop off coffee & have important face time with the crews. It was greatly appreciated by all of the crews.
 - Wished everyone good luck as they work through the next step in the fire chief selection process.
- Fleet Services Installation Manager Matthew West
 - The Boston Whaler Dive Boat has arrived, they are working on getting the new MedEvac in service, and four new engines arrived and anticipate they be in service within the next 60 days.

EXECUTIVE SESSION (UPON MOTION)

1. Chair Albee motioned to convene to Executive Session at 6:27 p.m., Pursuant to §24-6-402(4)(g), C.R.S., for the purpose of consideration of any documents protected by the mandatory nondisclosure provisions of the Colorado Open Records Act. Director Stahlman seconded the motion. All were in favor and the motion carried.

The regular meeting reconvened at 8:45 p.m. with no action taken.

NEXT MEETING

Special Board of Directors' Meeting to be held on January 13, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

Regular Board of Directors' Meeting to be held on February 3, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

Chair Albee adjourned the meeting at 8:46 p.m.

Attested by: _____

Date: _____

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
January 9, 2025

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

Others Present: Fire Chief Candidates

MEETING CALL TO ORDER

Chair Albee called the Special Meeting of the South Metro Fire Rescue Fire Protection District to order at 8:53 a.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

Chair Albee motioned to approve the agenda as presented. The motion was seconded by Director Anderson. 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

EXECUTIVE SESSION (UPON MOTION)

1. At 8:54 a.m., Chair Albee motioned to convene to Executive Session pursuant to §24-6-402(4)(g) C.R.S., for consideration of documents protected by the mandatory disclosure provisions of the Colorado Open Records Act with respect to the application records for Fire Chief candidate #1. Director Leung seconded the motion. 7 were in favor and 0 opposed. The motion carried.

The regular meeting reconvened at 11:28 a.m.

2. At 11:34 a.m., Chair Albee motioned to convene to Executive Session pursuant to §24-6-402(4)(g) C.R.S., for consideration of documents protected by the mandatory disclosure provisions of the Colorado Open Records Act with respect to the application records for Fire Chief candidate #2. Director Roche seconded the motion. 7 were in favor and 0 opposed. The motion carried.

The regular meeting reconvened at 2:29 p.m.

3. At 2:51 p.m., Chair Albee motioned to convene to Executive Session pursuant to §24-6-402(4)(g) C.R.S., for consideration of documents protected by the mandatory disclosure provisions of the Colorado Open Records Act with respect to the application records for Fire Chief candidate #3. Director Shriver seconded the motion. 7 were in favor and 0 opposed. The motion carried.

The regular meeting reconvened at 5:54 p.m.

4. At 5:57 p.m., Chair Albee motioned to convene to Executive Session pursuant to §24-6-402(4)(g) C.R.S., for consideration of documents protected by the mandatory disclosure provisions of the Colorado Open Records Act with respect to the application records for Fire Chief candidates. Director Roche seconded the motion. 7 were in favor and 0 opposed. The motion carried.

The regular meeting reconvened at 7:39 p.m.

DISCUSSION/POTENTIAL ACTION ITEMS

N/A

NEXT MEETING

The next Special South Metro Fire Rescue District Board of Directors' meeting will take place on January 13, 2025, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

The next Regular South Metro Fire Rescue District Board of Directors' meeting will take place on February 3, 2025, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

Chair Albee adjourned the meeting at 7:45 p.m.

Attested by: _____

Date: _____

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
January 13, 2025

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	Camie Chapman, CHRO - Employee Services
Bruce Stahlman	Stephanie Corbo, CFO - Business Services
	Bob Cole, Legal Counsel

Others Present: SMFR Staff

MEETING CALL TO ORDER

Chair Albee called the Special Meeting of the South Metro Fire Rescue Fire Protection District to order at 6:11 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 Sokol. 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

PRESENTATIONS

1. **Legislative Update** – Chief Dell'Orfano informed that the legislative session has begun & expressed appreciation of SMFR's Lobbyist Driver's participation. Lobbyist Driver stated that the legislative strategy positioned SMFR as collaborative, reliable and communicative which has allowed us to work on bills with legislators and interim committees for any changes we would like to see. A lot of the current bills that have been introduced are related to wildfire mitigation efforts so will see a lot more in the coming weeks. The first one is about vegetative fuel mitigation, we should see the bill later this week. The second is regarding prescribed burn liability funding, which would allow more of these to occur around the state. Others are related to establishing minimum building code requirements

regarding accessibility and limiting local regulation of factory-built residential and commercial structures. The single stair bill introduced last year and allowing a single exit stair for multifamily up to 6 stories in height will come back this year and it is on our radar. The Fire Chiefs are bringing forth a funding bill for the fire districts, although not drafted yet, we will be able to see it when it is done. SMFR's bill will likely be introduced for the ability to cancel individual, uncontested director district portions of a board election & at least one SMFR Board member will be encouraged to testify.

DISCUSSION/POTENTIAL ACTION ITEMS

1. **Fire Chief Selection Process** – Chair Albee reported that the Board tried to be as transparent as possible throughout the recruitment process & provided an overview of the timeline, competencies, resume screening, candidate screening interviews, leadership competencies assessment center and panel reviews that was outlined in the Board packet.

At Director Leung's request, Legal Counsel Cole stated that under the Executive Session provisions, only specific items can be discussed and he reviewed the citations. Knowing that the Board has already spoken to the three candidates, until the Board determines they are finalists, they are protected under the open records act. Once they become finalists, discussions regarding the finalist(s) must be held in an open meeting.

Director Sokol suggested the Board convene to executive session to review the application records to determine if further clarification is needed. Director Stahlman stated that although he is not opposed, he is not sure what additional deliberation would clarify the situation beyond public discussion of the "rubber hitting the road", at some point we need to make a decision. Director Sokol stated that, in his opinion, he believes there are some gaps. Director Shriver stated that he has some questions that have come to mind and there may be some things that he missed so would like comprehensive information.

Chair Albee motioned the Fire Chief Selection Process Discussion/Potential Action item be tabled until after the executive session, if the Board chooses to go into executive session. Director Roche seconded the motion. All were in favor and the motion carried.

INFORMATION ITEMS

1. **Annual Acknowledgement of Bylaws** – Chief Dell'Orfano reminded that Per Section 17 of the Board's Bylaws, each member is required to annually acknowledge that he/she has received and reviewed the Bylaws along with the associated Rules of Procedure and Guidelines for Board Member Conduct. A copy of the form has been provided for each Board member to sign.

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

- Chief Baker:
 - During recent training for all of the formal leaders at SMFR, they experienced a truncated version of Bruce and Kelly Stahlman's gratitude and resilience video and were asked to provide some feedback to the Stahlman's. He read the feedback he provided and gave the compiled book to the Stahlman's.
- Chief Dell'Orfano:
 - The 2025 Board Regular Election is underway. The Self-Nomination Form and Acceptance Form was posted on the website since January 1st and will be open for submission until February 28th. The nomination period closes on March 3rd, so on March 4th we can cancel or move forward with the election. Since our proposed legislation has not moved forward, even if there is only one candidate in a director district, the electors will receive a ballot with one name on it.
 - The initial survey related to our revenue initiative (determining the perceptions of SMFR and potential voter support for increasing our revenues), will likely be released next week. The February 3rd Board Meeting will provide opportunities to talk about the finances, and what revenues have done over the past few years due to legislation, as well as future trends. At the February 24th meeting, we will be revisiting the important philosophies and initiatives the organization has funded over the years and provide talking points for why

we've pursued them and what happens if we can't fund them in the future. The Board may start the meeting early. In early March we should have the survey results and have a good feeling for whether or not to pursue a revenue initiative, and what comes next. There could be another survey in June to see how opinions have changed and potential ballot language prior to calling for an election in mid-summer.

- CFO Corbo:
 - The 2024 audit has begun, and auditors are on-sight this week. They will come back around in April/May.
 - Audit & Finance Committee Quarterly Meeting is on May 5th & the auditors will be there as well.
- CHRO Chapman:
 - Gallagher Benefits Services has voted SMFR best in class employer for 2024, which supports our past efforts.
 - Posting now for 2025-02 academy. New recruitment video launched last week. PIO Staff did a great job on it.
- Chief Mullane:
 - Type 3 brush engine has been deployed to California, reassigned from the Eaton Fire to the Palisade Fire, with 4 crew members.
- Chief Milan:
 - Provided an update on Station 15. It is tracking to be on budget but had some delays due to weather and utilities, so they are about 4-6 weeks behind. March 3rd is the current substantial completion date and final completion on the 31st. With weather next week in the single digits there may be some additional challenges.
- Local 2086 President Dzengelewski:
 - Introduced the Executive Board who are present. They are in attendance because there's a lot going on, they are heavily vested and want to remain aware and continue the positive momentum. He is extremely proud of the work that this Executive Board is doing.
 - First paycheck of the year came out recently, which was noticed and well-received. Thank you to the Board, Chief Baker and the District.
 - Historic legislation passed at the 11th hour, the Social Security Windfall Elimination Provision which now acknowledges credit earned toward social security benefits through other employment even though a firefighter job may not pay into it. The IAFF took the lead on it and the new administration will figure out how to execute it.
 - Actively meeting with the Firefighter Inspiration Readiness and Education survey & working with Chief Baker to gather information.
 - Members of the Executive Board attended the recent Affiliate Leadership Training Summit in New Orleans, and it was very surreal after seeing the aftermath of the tragedy right down from their hotel.
 - Thank you to the District Chiefs and Operations Chiefs for getting some help out to California.
- Director Anderson:
 - The Highlands Ranch Senior Center opened today and there are lots of happy seniors and staff since 26% of the Highlands Ranch community is in the aging in place senior category.
- Director Sokol:
 - Obviously, California is on everyone's mind, are we prepared for something of the same scale? Chief Baker replied that the Marshall Fire could happen in our district and the high winds could also happen here. California struggled with budgetary issues. Our municipal water system is more dependable than theirs and they are short 64 fire stations, we are not. Their fire chief has done a good job advocating for their rank and file. He doesn't know if any fire department is prepared for 100-125 mile an hour sustained winds in a dry environment. We have significant wildland resources, but could be more prepared, however, we have four-person staffing and numerous specialty apparatus. Chief Burke added that the capability of our Wildland Team is very good, and we carry a lot of water to sustain for a long period of time. We also have a really good collaborative relationship with our neighboring departments and believes we are as well set up as any urban fire department could be.
- Chair Albee:
 - Last week there was a public comment regarding a proposed ordinance change in Littleton & requested an update. FM Everitt informed that the city was looking to make an adjustment in their zoning processes to allow one residential lot to change to a 4-unit lot. There was concern that SMFR would be left out of the review process, but the City of Littleton confirmed that SMFR is still able to make comments in the early

processes through the building and development phases. This also was a good opportunity to collaborate with the city and strengthen relationships. The ordinance in question was voted down indefinitely.

- He was contacted by a team member from the Firefighter Inspiration Readiness and Education group, who are conducting an organizational evaluation, that wanted to focus on executive level and board action and interactions. They asked if the Board has any objectives but since this was conceived outside of the Board, so there are none, but they are interested in the results. The Team will be on-site on February 3rd and he will be meeting with them. Other Board members may be invited and encourages participation.

EXECUTIVE SESSION (UPON MOTION)

At 8:03 p.m., Director Sokol motioned to convene to Executive Session pursuant to §24-6-402(4)(g) C.R.S., for consideration of documents protected by the mandatory disclosure provisions of the Colorado Open Records Act with respect to the application records for Fire Chief candidates. Director Shriver seconded the motion. All were in favor and the motion carried.

The regular meeting reconvened at 10:01 p.m. with no action taken.

Chair Albee stated they identified the need to gather more information from all three candidates. The Board's next opportunity to do that is January 27th at 4:00 p.m. and they will confirm the availability of the candidates for further consideration of the documents in Executive Session.

NEXT MEETING

The next Special South Metro Fire Rescue District Board of Directors' meeting will take place on January 27, 2025, at 4:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

The next Regular South Metro Fire Rescue District Board of Directors' meeting will take place on February 3, 2025, 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 February 24, 2025, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

Chair Albee adjourned the meeting at 10:03 p.m.

Attested by: _____

Date: _____

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
January 27, 2025

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

Others Present: Fire Chief Candidates

MEETING CALL TO ORDER

Chair Albee called the Special Meeting of the South Metro Fire Rescue Fire Protection District to order at 3:59 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 Stahlman. 7 were in favor, 0 opposed. The motion carried.

CONFLICT OF INTEREST DISCLOSURE

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

- Director 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

EXECUTIVE SESSION (UPON MOTION)

1. At 4:03 p.m., Director Leung motioned to convene to Executive Session pursuant to §24-6-402(4)(g) C.R.S., for consideration of documents protected by the mandatory disclosure provisions of the Colorado Open Records Act with respect to the application records for Fire Chief candidate #3. Director Stahlman seconded the motion. 7 were in favor and 0 opposed. The motion carried.

The regular meeting reconvened at 5:48 p.m.

2. At 5:50 p.m., Director Leung motioned to convene to Executive Session pursuant to §24-6-402(4)(g) C.R.S., for consideration of documents protected by the mandatory disclosure provisions of the Colorado Open Records Act with respect to the application records for Fire Chief candidate #2, who has been notified of and consented to the executive session. Director Stahlman seconded the motion. 7 were in favor and 0 opposed. The motion carried.

The regular meeting reconvened at 6:51 p.m.

3. At 6:53 p.m., Director Leung motioned to convene to Executive Session pursuant to §24-6-402(4)(g) C.R.S., for consideration of documents protected by the mandatory disclosure provisions of the Colorado Open Records Act with respect to the application records for Fire Chief candidate #1, who has been notified of and consented to the executive session. Director Roche seconded the motion. 7 were in favor and 0 opposed. The motion carried.

The regular meeting reconvened at 7:13 p.m.

4. N/A

DISCUSSION/POTENTIAL ACTION ITEMS

N/A

NEXT MEETING

The next Regular South Metro Fire Rescue District Board of Directors' meeting will take place on February 3, 2025, 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 February 24, 2025, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

Chair Albee adjourned the meeting at 7:13 p.m.

Attested by: _____ Date: _____



South Metro Fire Rescue

Board of Directors

Revenue Impacts & Planning

February 3, 2025

Agenda

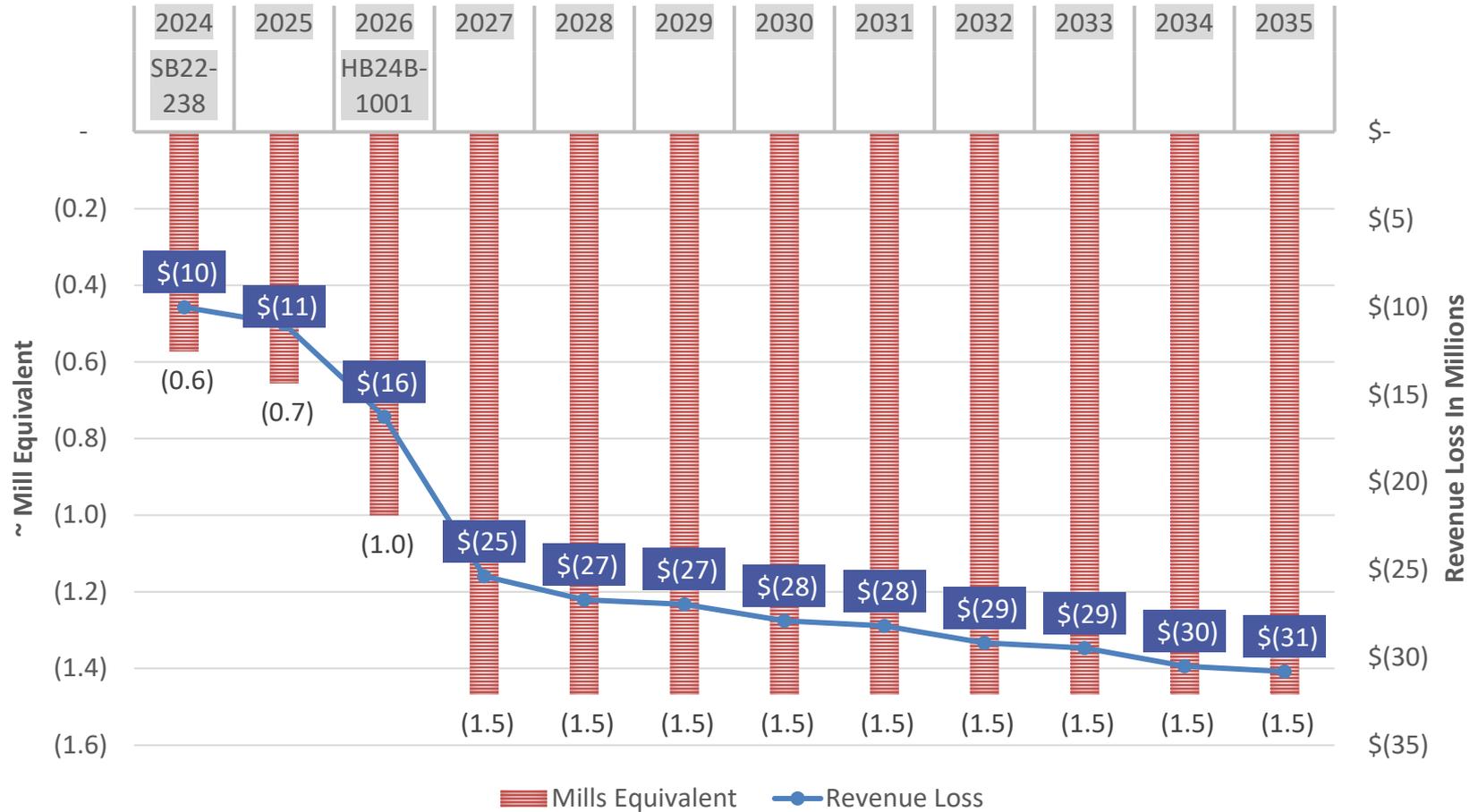
- Purpose – clearly articulate why we do the things we are doing and what is our financial situation

Today's Update:

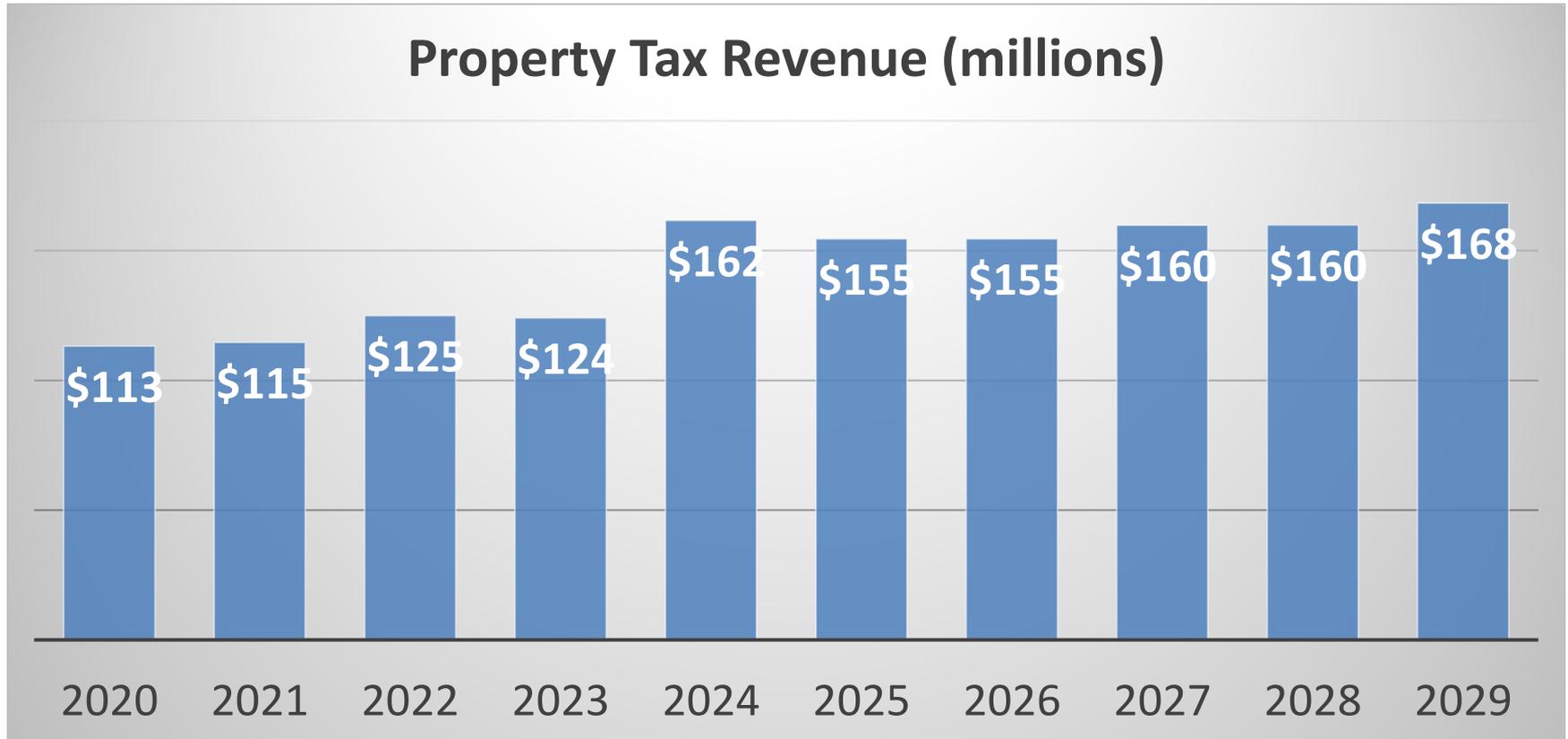
- Legislative Impacts - SB 238 & HB 1001
- Property Tax Revenue Trend and 2024 Windfall
- Recap of Bookend Scenario's



Relative Revenue loss from Legislation with Mill Equivalent



Property Tax Revenue



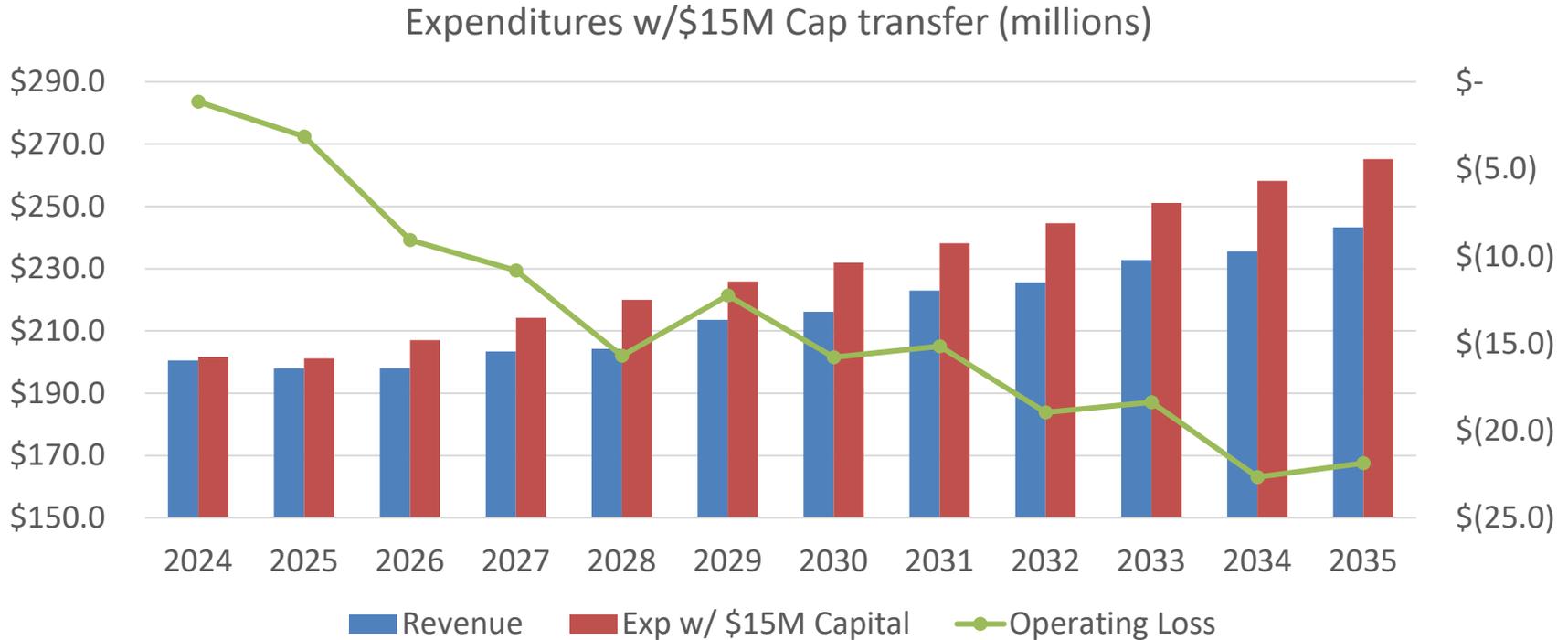
2024 Recap:

- Property Tax Revenue Increase ~\$38M
- Overall Net Gain of Revenue less Expenditures ~\$30.7M
- Capital Transfer \$30M (2023 transfer did not happen)
- Fund Balance Increase ~\$0.7M



Scenario: Current Status projected

Operating Loss with \$15M Capital Transfer, limited Capital Program

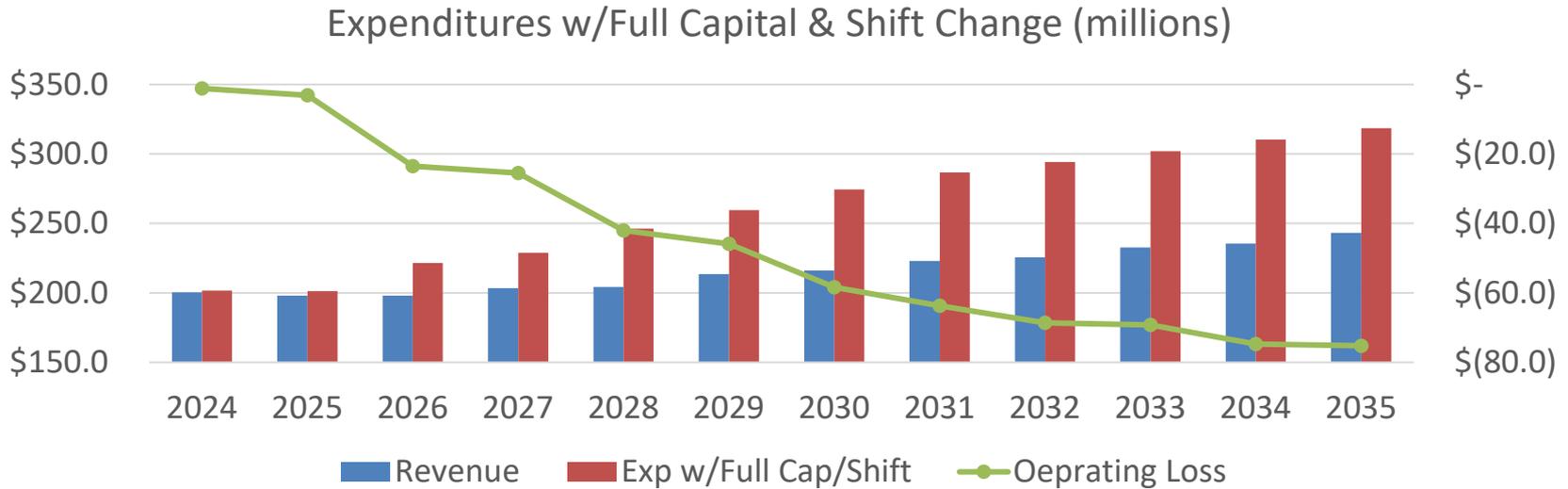


Notes:

- Current Status with some reductions
- Last year to meet required 3% TABOR reserve is 2028
- Fund Balance depletion in 2030 in both General Fund & Capital Fund
- **10-year average annual revenue needed ~ 1 Mill**



Scenario: Operating Loss with Full Capital Transfer and Schedule Change



Notes:

- Full Capital and Operating Needs
- Last year to meet required TABOR 3% Reserve 2026
- Fund Balance depletion in 2027
- **10-year average annual revenue need ~ 3 Mill**
- Includes schedule change in 2028
- Alignment with Strategic Plan



Scenario Planning

These scenarios were previously presented in December that included adjustments to the budget for a change in staffing levels, capital programs, fund balance thresholds, etc.,

Some of these adjustments would require us to adjust certain core principles.

The scenario's shown today are bookends of the current status and the maximum capital & operating request forecasted for 10 years

Both scenarios each present a trajectory of the situation where the fundamental conclusion that forecasted revenue is likely not sustainable without larger ticket adjustments.



Next Steps

- **February 24th** Board Strategy Session
- **March 3rd** Public Opinion Survey results

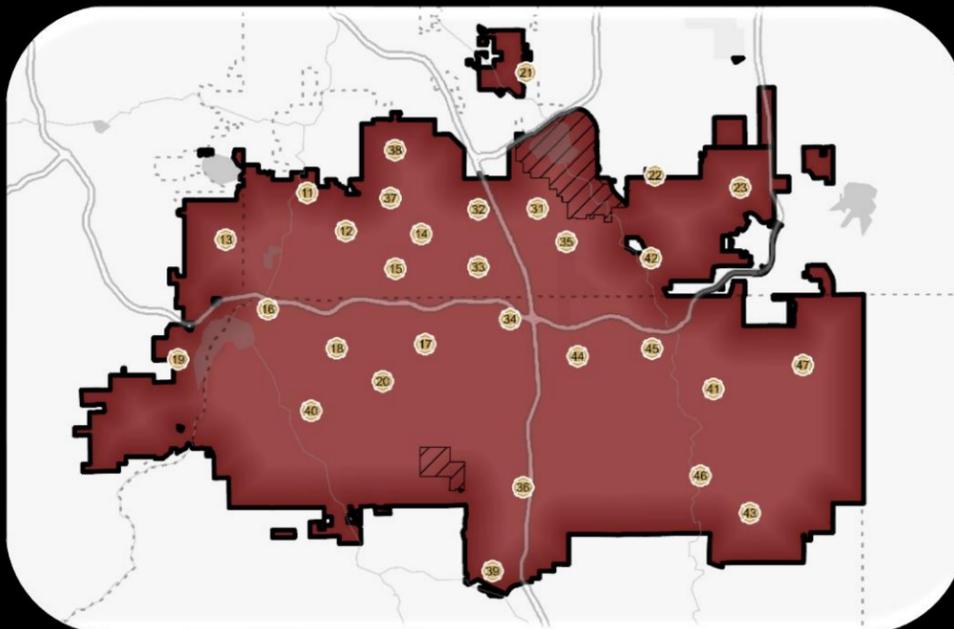




Questions

South Metro Fire Rescue

Population and Demographics 2025



GEOGRAPHY



287.5

Total Service Area
(sq mi)



8.5

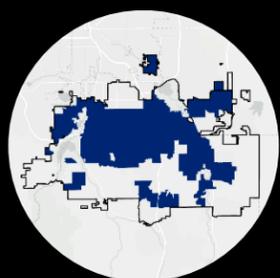
Contract Area
(sq mi)



279

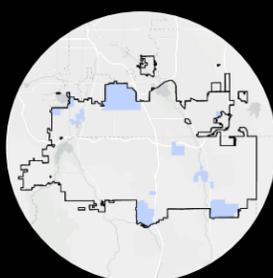
Legal Area
(sq mi)

POPULATION DENSITY



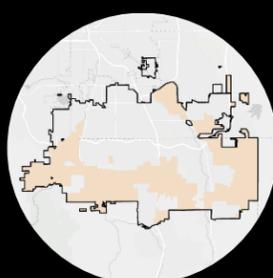
520,500

Urban population,
134 sq mi



31,000

Suburban
Population,
28 sq mi



20,000

Rural population,
126 sq mi

POPULATION

571,500

2024 Total Population



595,000

Estimated 2029 Total
Population

605,000

Total Daytime
Population

HOUSEHOLDS



215,000

Households



2.6

Average
Household Size



\$133,000

Median Household
Income



\$668,000

Median
Home Value



5%

Households
Below the Poverty
Level

EDUCATION



No High School Diploma



11%

High School Diploma



21%

Some College



64%

Bachelor's/Grad/Prof Degree

GENDER/AGE

39.8

Median Age



50%

Female Population



50%

Male Population



23%

Age <18



61.5%

Age 18-64



15.5%

65+

DIVERSITY

Hispanic Origin
11%

Pacific Islander Population
0%

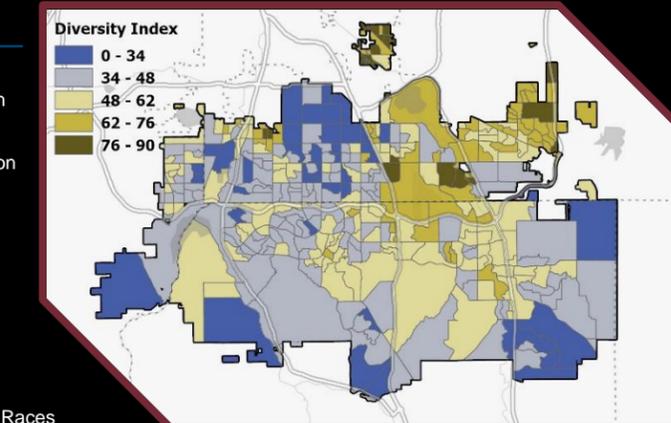
American Indian Population
1%

Other Race Population
3%

Black Population
4%

Asian Population
8%

Population of 2+ Races
10%



White Population
74%

Email Strategic Services with any questions
Kim McAndrews at kim.mcandrews@southmetro.org
Scot Swindall at scot.swindall@southmetro.org
2024 data

Good evening,

I wanted to take an opportunity to commend the outstanding work of paramedic Courtney Shepherd. She was the paramedic speaking to "Deb" on the above run number. She showed patience, kindness, professionalism and control through her interaction with a difficult patient and difficult family.

Courtney came into the scene and immediately took control speaking calmly and directly with everyone involved. She was persistent with Deb who was refusing initially to go to the hospital, recognizing the need for Deb to be further evaluated. When running into road blocks she remained calm and positive and eventually came to a positive outcome for the family and the patient.

The kind of work Courtney displayed, is absolutely the kind of work that saves lives.

The professionalism she displayed is well deserving of much more than an email, but its the very least I could do to recognize the work she did.

Thank you all for everything you do and happy holidays,

Corporal Gregorek

Patrol Sun-Wed 6am-4pm
Douglas County Sheriff's Office
4000 Justice Way
Castle Rock, CO 80109
Office: 303-660-7500



SMFR Questions and Feedback

Martha A Arner

On Saturday, January 11, I called 911 because my husband was in a lot of pain and could not walk. The woman who answered 911 was very helpful, caring and efficient. She dispatched an ambulance which arrived a few minutes after she hung up. The paramedics and firemen who arrived were all very professional and quickly assessed Barry's symptoms. Barry was taken to Littleton Hospital in the ambulance. Thank you so everyone who helped Barry.

Sky Ridge Medical Center
10101 Ridgeway PKWY
Lone Tree, CO, 80124

Jan 24, 2025

Dear South Metro Fire Rescue Team,

I am writing on behalf of the entire emergency room staff and management at Sky Ridge Medical Center to express our profound gratitude for your prompt and efficient response to the recent water line burst in our waiting room.

Your team's quick action and professionalism were crucial in identifying and stopping the leak, preventing extensive damage to our facility. We were particularly impressed with how seamlessly your team worked under pressure, ensuring that our operations could continue to run smoothly without impacting patient care.

Please extend our sincere thanks to everyone involved. Your dedication and skill have not gone unnoticed, and we are incredibly thankful to have such outstanding first responders supporting our community.

Thank you for your continued service.

Best regards,



Ethan Perkins
ER Manager
Sky Ridge Emergency Department
719.659.3171