

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
February 24, 2025

Present:	Jim Albee, Chair	Bob Baker, Fire Chief
	Renee Anderson, Vice Chair	Mike Dell'Orfano, Chief Govt. Affairs Officer
	Rich Sokol, Treasurer (via Teams)	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
		Allison Ulmer, Legal Counsel

Others Present: SMFR Staff, Fire Chief Candidate Aaron Hummel (via Teams), Citizens

MEETING CALL TO ORDER

Chair Albee called the Special Meeting of the South Metro Fire Rescue Fire Protection District to order at 2:45 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 Sokol attended remotely. All of the other Board members were present in person.

APPROVAL OF THE AGENDA

Director Roche motioned to approve the agenda as presented. The motion was seconded by Director Leung. 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

ACTION ITEMS

1. **Fire Chief Selection** – Chair Albee reviewed the order of events and the process for one, two or three votes. Each of the Board members provided a summary of their thought process, expectations, fulfillment of the job description, strategic planning, and moving the organization forward. The candidates were thanked for their patience through the extensive process & all expressed that they were three outstanding candidates.

Chair Albee confirmed that the Board members were ready to vote & also confirmed how each member votes will be identified.

Director Roche motioned that the Board vote using a simple runoff system to select a single finalist for anticipated appointment to the position of fire chief pending negotiation and any other requirements. Director Shriver seconded the motion. 7 were in favor, 0 opposed. The motion carried.

Chief Baker stated that he took over as Fire Chief on October 16, 2014. Although he thought he knew what it was to be the Fire Chief, few people really know what it is like in practice. The basic requirements of leadership in the Fire Chief position are courage, humility and perseverance. The key to their success is the result of the support of the Board, Local and ETeam. He would be proud to work for any one of the three of them if he was starting his career.

Chair Albee stated that a majority was received in the first vote, each Board member reported how they voted, and Chief Curtis was chosen as the new Fire Chief by a vote of 4-3. Board votes were as follows:

- Rich Sokol: Aaron Hummel
- Bruce Stahlman: John Curtis
- Sue Roche: Aaron Hummel
- Renee Anderson: John Curtis
- Jim Albee: John Curtis
- Bill Shriver: John Curtis
- Kevin Leung: Aaron Hummel

Chief Curtis stated that he is still processing the opportunity the Board has provided for him to lead the organization and there are high expectations throughout. As lengthy and time-consuming as the process was, it encouraged a review of everything that he has done over the years, how we provide service to the community and support our people, and align the organization as we face challenges into the future. Hopefully working together to do nothing but move forward with strategic direction and financial solvency. He is extremely thankful and thanked Chiefs Hummel and Weller for going through the process.

A break was taken at 4:10 p.m.

The regular meeting resumed at 4:40 p.m.

DISCUSSION/POTENTIAL ACTION ITEMS

1. **Revenue Initiative: Talking Points** – CFO Corbo reviewed the Revenue Impacts and Planning presentation, stating the intent was to have everyone knowing our financial situation and why we do what we do.

A break was taken at 5:40 p.m. Directors Stahlman and Sokol left the meeting.

The regular meeting reconvened at 6:00 p.m.

Each of the ETeam Members provided talking points related to the history, benefits and consequences of modifying the various defining characteristics and philosophies of the organization. Talking points related to our recent financial history, impact of legislation, and future outlook was also discussed. The Board suggested some additional talking points for their constituents & the district's political partners.

A break was taken at 7:11 p.m.

The regular meeting reconvened at 7:28 p.m.

Chief Dell'Orfano hopes that the Board received good information & expressed appreciation for their feedback. Staff will put together the information requested for Board review. The March 3rd meeting will focus on the consultant's initial survey results.

After a short discussion, the Board will decide at the March 3rd meeting whether or not to reschedule the March 17th meeting due to spring break conflicts.

INFORMATION ITEMS

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

- Director Anderson stated the Board received a signed copy of the Joint Resolution for the Firefighters Memorial Highway in Memory of Chief Troy Jackson.
- Director Shriver reminded that several Board & Staff members will be attending the Parker State of the Town event tomorrow.
- Director Leung thanked Chief Dell'Orfano and CFO Corbo for providing information about SMFR that he was able to relay during an event at the Douglas County Fairgrounds. Several in attendance stated it was important information that would be helpful if we intend to try for an election in November & the information seemed to be well received.
- Chief Eckmann stated that now that the Fire Chief selection has been announced, Staff will be in full planning mode for the Change of Command Ceremony at the Marriott South in late April. More details to come as they are finalized.
- Director Anderson thanked the CRR team who showed up at the Highlands Ranch Senior Center. They had a table and did a great job. Also thank you to Stations 16 and 18 C Shift who responded when her dad was recently transported.
- Local President Dzengelewski reported that he and several of their board members will be at the Legislative Conference next week & he will be out of town on March 17th but will send representation to the Board meetings. The 20th annual SMPFF Hockey Tournament is going to be held on May 16-18.

EXECUTIVE SESSION (UPON MOTION)

N/A

NEXT MEETING(S)

The next Regular South Metro Fire Rescue District Board of Directors' meeting will take place on March 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 March 17, 2025, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

Chair Albee adjourned the meeting at 8:35 p.m.

Attested by:  _____

Date: Mar 3, 2025