

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
April 21, 2025

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

MEETING CALL TO ORDER

Chair Albee called the Special Meeting of the South Metro Fire Rescue Fire Protection District to order at 6:07 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's absence is unexcused. 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. 6 were in favor, 0 opposed. 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 – absent

PUBLIC COMMENT

N/A

SPECIAL PRESENTATION

1. Chief Curtis expressed appreciation for Lori Jackson's attendance and for everything that she and her late husband, Operations Chief Troy Jackson have done for the department and the community as well as Troy's father, Retired Chief Paul Jackson, his mom Donna and her soon to be son-in-law Mikey. On behalf of the District he is happy to present a donation to the Chief Jackson Memorial Highway project. Lori informed that it will now be called the Firefighter Memorial Highway in recognition of all firefighters. So when traveling between Bellevue Avenue and C-470 it will provide a chance for everyone to be thankful for their service.

ACTION ITEMS

1. **Fire Chief's Employment Contract (Curtis)** – Chair Albee reminded the Board received a copy of the contract last week from Legal Counsel Cole's office which is a 3-year contract effective Wednesday, April 23rd. He expressed appreciation of the spirit of cooperation and making sure that both Chief Curtis' and the Board's interests were in mind & is looking forward to moving forward.

Chair Albee motioned to approve the Fire Chief Employment Agreement between the District and John Curtis effective April 23, 2025. Director Leung seconded the motion. 6 were in favor, 0 opposed. The motion carried.

Director Roche stated that in Subsection 4K it states "would" be paid and recommended it read "will" be paid. Legal Counsel agreed and will get it changed.

Chief Curtis thanked the Board for their patience and grace as they got to the final contract, and he is honored to be in the position and appreciates their support.

2. **Fire Chief's Employment Contract Amendment (Baker)** – Chair Albee stated this contract makes a corresponding statement that effective April 23rd he will transfer command to Chief Curtis but will stay on until June 2nd assisting with the transition.

Chair Albee motioned to approve the Fire Chief's Employment Contract Amendment between the District and Bob Baker effective April 23, 2025. Director Leung seconded the motion. 6 were in favor, 0 opposed. The motion carried.

DISCUSSION/POTENTIAL ACTION ITEMS

1. **Station 15 Update** – Chief Milan provided an update from the last meeting. The bay doors, shower base trim, and concrete have been completed and have passed. The Roofing is still awaiting materials for the roofing cap and some questions answered regarding the details and fitness of the membrane. Staff is working with the architect and owners' representatives for substantial completion. Tomorrow morning is the walk through to make sure the exterior brick work is in good shape. Chief Burke stated that the new date for the station opening is set for Monday, April 28th at 9:00 a.m.
2. **EMS Overview** – Chief Piche provided an overview of the benefits of SMFR's Fire/EMS Integration Model and its benefits to the community trust, continuity of care, accountability and fiscal stewardship. Chief Piche also provided an overview of the District's Public Health Program and its assistance in resource navigation, chronic disease management and collaboration with external partners.

Director Anderson suggested a link to this information on the revenue website. Director Leung would like to see a graph that reflects the beginning and current statistics for the Public Health Program. Chair Albee stated at a presentation of the Centennial Faith Council, they were mostly interested in the public health initiatives.

3. **Culture Survey Update** – Chief Curtis provided the Board with some awareness of what action has been taken to address the four primary survey issues: culture of retribution, EMS rank structure, end user feedback and Line-Staff relationship.
4. **Revenue Initiative Update** – Chair Albee stated they are 7 weeks into the revenue discussions and thinks they are going well. He feels well-prepared with the presentation information & audience seems receptive to the information being presented. Chief Dell'Orfano agreed and expressed appreciation to the Board Members who have been able to get out there to assist with the presentations. There were a couple of adjustments to the presentation dates, so some might have received a new meeting request. Please just let Staff know where you want to participate.

Chair Albee asked that as we get closer to a decision to determine what is subject to a sales tax may need a little more of the mechanics of how it works, similar to a mill levy. Chief Dell'Orfano will organize an overview of sales tax at a later board meeting.

Chief Eckmann informed that a podcast will be going out to all personnel tomorrow & then posted on our external site next week to get the information and context to our employees & citizens.

INFORMATION ITEMS:

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

- Chief Dell'Orfano:
 - Lobbyist Driver's baby is due late May/early June. Has a card available for any Board members to sign after the meeting.
- Chief Curtis:
 - Thanked the Board for engaging with the stakeholders and elected officials regarding the revenue initiatives.
 - Reminder will be sent out regarding the upcoming Centennial State of the City on May 8th.
 - At the May 5th meeting, the plan is to review the 10-year plan, 2025 capital plan & introduce the meat and potatoes of the shift schedule change and how it blends into the revenue ask.
 - He will be attending the Metropolitan Fire Chiefs Conference from April 27th until May 2nd. Looking forward to connecting with the other chiefs and bringing back some good information.
- Chief Eckmann:
 - Reminded the Change of Command Ceremony will take place on Wednesday. Just under 500 RSVP's received, there will be a lot of elected officials, retirees and employees in attendance. The ceremony will also be livestreamed for those who cannot attend. Step off is at 4 p.m., so everyone must be seated no later than 3:50 p.m.
- Chief Powell:
 - In week 12 of the Academy, eight more weeks to go. Focus this week is on live burn, extrication and team building.
- Local President Dzengelewski:
 - The Foundation Hockey Tournament starts on May 17th at 2:00 p.m. with the retired Avalanche players going up against our team.
 - Local E-Board has no contested positions, so no changes to the Board and he will remain president for another two years.
- Director Anderson:
 - Friday the Governor signed our Senate Bill 25-172, that was voted unanimously, so will be in effect for the 2027 election. Lobbyist Driver and Chief Dell'Orfano were a huge part of getting it passed.

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 May 5, 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 May 19, 2025, at 6:00 p.m. at Littleton Adventist Hospital, 7700 s. Broadway, Littleton, CO.

ADJOURNMENT

Chair Albee adjourned the meeting at 7:26 p.m.

Attested by: James E. Allen

Date: 5/5/2025