

South Metro Fire Rescue Fire Protection District

Special Board of Directors' Meeting Minutes

July 21, 2025 - **AMENDED**

| | | |
|-----------|--------------------------------|---|
| Present : | Jim Albee, Chair | Mike Dell'Orfano, Chief Govt. Affairs Officer |
| | Renee Anderson, Vice Chair | Matt Weller, Deputy Chief |
| | Rich Sokol, Treasurer (absent) | Camie Chapman, CHRO - Employee Services |
| | Sue Roche, Secretary | Stephanie Corbo, CFO - Business Services |
| | Kevin Leung | Bob Cole, Legal Counsel |
| | William Shriver | |
| | Phil Mccart | |

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 6:02 p.m. and welcomed everyone.

Chair Albee explained the agenda will be a continuation of discussion on the Revenue Initiative from the July 14 meeting.

PLEDGE OF ALLEGIANCE

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

ROLL CALL

Director Rich Sokol's absence was determined to be **excused**. All of the other Board members were present in person.

APPROVAL OF THE AGENDA

Vice-Chair Anderson motioned to approve the agenda as presented. The motion was seconded by Director Roche. 6 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 Mccart- no changes
- Director Roche - no changes
- Vice-Chair Anderson - no changes
- Chair Albee - no changes
- Director Shriver- no changes
- Director Leung- no changes
- Director Sokol (absent)

PUBLIC COMMENT

There were no public comments.

CONSENT AGENDA ITEMS

N/A

ACTION ITEMS

N/A

DISCUSSION / POTENTIAL ACTION ITEMS

Additional discussion regarding the revenue initiative included:

1. CFO Corbo presented and discussed the efficiencies in place and ongoing with the total cost savings implemented prior to or in 2025 at ~\$7.86M. CFO Corbo also provided an overview of SMFR's Long Term 10-year plan and how the suggested 3 MIL increase may not provide sufficient revenues under certain scenarios.
2. Chief Dell'Orfano provided sales tax trends from Douglas and Arapahoe County and the City of Centennial, along with SMFR's past property tax trends.
3. CHRO Chapman provided a breakdown of 2025 Staff Counts that included 2 main categories of staff jobs -Administration and Direct Field Support. Currently we have 158 admin staff with an additional 8 employees that are technically working admin jobs but are still listed under Line - which brings the total to 166. The administration category accounts for about 66 employees of less than 8% of the workforce.
4. Chief Dell'Orfano provided demographic data including Owner Occupied Housing Units, Average Household Income, Average Family Size, Median Age, Senior Population, Diversity Index, Households Below Poverty Level, Households with Food Stamps/SNAP, and Have Medicaid Medical Policy.
5. Additional information requested:
 - a. Other district revenue strategies for the November election
 - b. Cost of the November election
 - c. Talking points highlighting the benefits of Wellness
 - d. Clarify some of the numbers in the staff breakdown
 - e. The efficiencies should be posted on the engagesouthmetro.org site with an intro
 - f. Messaging on engagesouthmetro.org should include information that 3 mills may not be sufficient

The Board thanked all for presenting the additional information.

INFORMATION ITEMS:

Chief Mayhew:

- o We have filled 2 open District Chief positions. Please congratulate Chiefs Aaron Goedeker and Mike Gilbert on their promotions to District Chief.

CFO Corbo:

- o Will miss the 8/4 meeting as her son is graduating from Navy Boot Camp
- o Budget Manager Brittany Segner is transitioning out of her role at SMFR

Chief Richardson:

- o Update on Task Force 1 mobilizations. All crews expected home soon.

Vice-Chair Anderson:

- o SMFR has been in the news for 2 special reports on upcoming ballet issues. She is starting to get questions from the public asking, "What have we done lately and where has all the money gone to?" Some good responses are to discuss what our Wellness Clinic is doing to help our employees both preventive and rehab. This allows our employees to return to work more quickly. Also, the monies collected are going towards our employees for all aspects of their career with SMFR including the costs to hire well qualified candidates.

Director Mccart:

- o Met with E-team to learn more about budget.

Director Leung:

- o Hosting an Asian event in the Board Room in August. All are welcome to attend and enjoy authentic cuisine from Asia.

Chair Albee:

- o Asked about our Settlement Rights for the condominiumization. According to Legal Counsel Bob Cole -the space can be Leased (not sub-leased) to similar type business companies.
- o Asked about the ERP ROI analysis? CFO Corbo will follow up.
- o Chair Albee has met up with "Just Bob" Baker for coffee. Retirement is going very well, and he says "Hello" to all.

NEXT MEETING(S):

Regular Board of Directors' Meeting to be held on August 4, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

Special Board of Directors' Meeting to be held on August 18, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

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

Attested: _____



Date: _____

9/8/25