



SOUTH METRO FIRE RESCUE
Regular Board of Directors' Meeting
November 10, 2025, at 6:00 p.m.
9195 East Mineral Avenue, Centennial, CO
Board Room

A. 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. 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.

1. October 6, 2025, South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes
2. October 20, 2025, South Metro Fire Rescue Fire Protection District Special Board Meeting Minutes

H. ACTION ITEMS

1. SMFR Resolution No. 2025-07: A Resolution Adopting Bylaws
2. SMFR Resolution No. 2025-08: A Resolution Adopting Retirement Benefit Amounts for the South Metro Fire Rescue Fire Protection District Volunteer Firefighter Pension Plan – Corbo
3. Q3 Financial Report – Takacs

I. PUBLIC HEARING

1. 2026 Budget – Corbo
 - a. Overview
 - b. SMFR Resolution No. 2025-09: A Resolution to Adopt 2026 Budget and Appropriate Sums
 - c. SMFR Resolution No. 2025-10: A Resolution Repealing and Readopting a Fee Schedule for Ambulance and EMS Services
 - d. SMFR Resolution No. 2025-11: A Resolution Repealing and Adopting an Updated Fee Schedule for Fire Code Inspections
 - e. SMFR Resolution No. 2025-12: Resolution To Set Mill Levies

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. 2025 Budget Amendment – Corbo
 - a. General Fund
 - I. Elections – May & November
 - II. Legal
 - III. GASB 87/96 Software Leases
 - b. Self-Insured Medical Fund
 - c. Capital Improvement Fund
2. SMFR Resolution No. 2025-XX Delegating Authority to the Fire Chief to Expend Funds and Execute Contracts on Behalf of the District – Curtis

K. INFORMATION ITEMS

1. IGA Update – Dell’Orfano
 - a. N/A

L. EXECUTIVE SESSION (upon motion)

1. Pursuant to §24-6-402(4)(b), C.R.S., conferences with an attorney for the public entity to receive legal advice on specific legal questions & Pursuant to §24-6-402(4)(e), C.R.S., determining positions relative to matters that may be subject to negotiation, developing strategy for negotiations, and instruction negotiators regarding Station 15.

M. NEXT MEETING(S)

Special Board of Directors’ Meeting to be held on November 17, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO

Board of Directors’ Study Session to be held on December 1, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO

Regular Board of Directors’ Meeting to be held on December 8, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

N. ADJOURNMENT

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

Present:

Jim Albee, Chair	John Curtis, Fire Chief (via Teams)
Renee Anderson, Vice Chair	Mike Dell'Orfano, Chief Govt. Affairs Officer (absent)
William Shriver, Treasurer (via Teams)	Jake Mayhew, Deputy Chief– Emergency Services
Sue Roche, Secretary	Kristin Eckmann, Deputy Chief – Community Services
Kevin Leung	Matt Weller, Deputy Chief – Internal Services
Rich Sokol	Stephanie Corbo, Chief Financial Officer
Phil McCart	Camie Chapman, Chief Human Resources Officer
	Bob Cole, Legal Counsel

Others Present: SMFR Staff Members & citizens

MEETING CALL TO ORDER

Chair Albee called the Regular Meeting of the South Metro Fire Rescue Fire Protection District to order at 6:05 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

Director Shriver attended via Teams. All of the other Board members were present in person.

APPROVAL OF THE AGENDA

Director Roche motioned to approve the agenda as presented. Director McCart seconded the motion. 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 McCart – 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

PROCLAMATION

1. **2025-04 a Proclamation by South Metro Fire Rescue Board of Directors in Recognition of Fire Prevention Week – October 5 – 11, 2025** – Chief Eckmann informed that SMFR has observed Fire Prevention Week for several years, which observed each year during the week of October 9th in commemoration of the Great Chicago Fire, which began on October 8, 1871, and caused devastating damage, killing more than 250 people, left 100,000 homeless, destroyed more than 17,400 structures, and burned more than 2,000 acres of land. In 1925, President Calvin Coolidge proclaimed Fire Prevention week a national observance, where children, adults and teachers learn how to stay safe

in case of fire. Firefighters provide lifesaving public education in an effort to drastically reduce casualties caused by fire.

Community Risk Reduction Specialist Colleen Potton expressed her excitement that this is a recognition across the country and in Canada. This year's theme is Buy, Charge, and Recycle focusing on the safe use and disposal of lithium-ion batteries. The CRRS Team began social meeting posts on Sunday and they will continue throughout the week, as well as providing internal communications & encouraging the community to visit the website and look for more information.

Director Anderson stated that she would appreciate hearing about additional updates as they are available.

At Director McCart's request, CRRS Potton will get contact information for the lobbyists who are working to get laws in place regarding battery safety.

Director Leung read the proclamation which was adopted by the Board.

Director Anderson stated that she would be interested to hear about it if there are additional updates.

CONSENT AGENDA

1. 09/08/25 South Metro Fire Rescue Fire Protection District Regular Meeting Minutes

Director Sokol motioned to approve the Consent Agenda as presented. Director Leung seconded the motion. 7 were in favor, 0 opposed. The motion carried.

DISCUSSION/POTENTIAL ACTION ITEMS

1. Budget Discussion

a. 2026 Draft Budget Presentation

CFO Corbo thanked Budget Manager Mike Smith and FP&A Analyst Ryan Baudoin for helping put together the information for tonight's presentation, noting that this is a draft of the budget so if there are no changes tonight, this is the budget that will be presented for approval. The budget overview included:

- Discussed Changes from 9/15 Budget Workshop
- Presented 2026 Proposed Budget
- Discussion Topics
 - Timeline
 - Abatement
 - Salary & Benefit Costs
 - Key Impacts to Workforce Plan & Long-Term Plan
 - No new hires of Line or Staff included in 2026 budget proposal, except where deemed essential
 - 3.5% Compensation Increase
 - Overtime
 - Permanent Reductions
- Next Steps

Chair Albee recommended that the fees match the increased costs. Director Sokol concurred, noting that this approach should be applied consistently across all categories whenever possible.

Director Anderson asked what the proper message should be if members of the public or staff inquire about the change, to ensure a unified response. The agreed-upon explanation is that the current fee structure only recovers approximately 70% of actual costs, and the proposed fee adjustments are intended to align more closely with rising expenses, particularly those driven by compensation increases. This ensures transparency and consistency

in communicating that the fee changes are a necessary step to maintain service quality and financial sustainability.

CFO Corbo confirmed with the Board that they would like the 3.5% increase to be carried forward for the fee schedules.

CFO Corbo reported that Korn Ferry, the company that the District uses to assess Staff salaries, recommends a 3.5% increase for both Line and Staff. Line attrition is 30 people, which is reflected as 50% paramedics and 50% firefighters. Staff attrition is about 12, only ½ of those salaries were accounted for because not everyone leaves on January 1st.

Director Leung expressed concern over the almost 9% increase in benefits. CHRO Chapman stated that in total compensation, we are in pretty good shape as employer of choice & that insurance claims fluctuating from year-to-year is a factor, so Staff is looking at all aspects of the bigger picture to maintain the desired employer of choice.

CFO Corbo provided an overview of the 2026 Proposed Budget Comparison, including & recommendations after discussion:

- Budget Timeline & Assumptions
 - Email budget to the Board by the October 13th deadline
 - Legal Counsel is comfortable that this is in compliance
 - Budget to be posted on the website
 - Chief Eckmann to confirm working on ADA compliance with post on website
 - Move the start time of the October 20th meeting to 4:00 p.m.
 - Does not work for Directors McCart and Roche, so the start time will not be changed
 - Property Tax Abatement – Discussion Item
 - Move the November 3rd meeting to November 10th
 - Verify with Chief Dell’Orfano that will work with the planned agenda items
 - Present the budget and adopt it after we know the election results
 - Add a November 17th meeting
- Revenues
 - Components of Property Taxes Actual Property Value by County
 - Property Taxes
 - Additional Revenue Categories
- Expenses
 - Components of Total Salaries
 - Components of Benefits
 - Director Albee requested reflection of difference between budget and forecast
 - Overtime Breakdown
 - Operating Expenses
 - Permanent Reductions
 - Director Leung suggested, and Board agreed to keep the \$400K as a placeholder for a 2026 revenue ballot item in the budget if 7A doesn’t pass
 - CFO Corbo will work with Chief Dell’Orfano to determine the actual election cost and place that in the no-revenue budget
 - 2026 Capital Expense Requests
 - Long-Term Plan
 - Budget Timeline and Next Steps
 - Contingent Reductions - these would be reinstated if the ballot passes.

ACTION ITEMS

- 1. SMFR Resolution No. 2025-06 A Resolution Advocating Voter Approval of South Metro Fire Rescue Fire Protection District's Ballot Initiative 7A During the November 4, 2025 Election** – Vice Chair Anderson stated that some entities were offered the opportunity to provide support for our ballot initiative. HRMD did vote on a resolution in support, so she wanted to offer the opportunity to our own board if they wanted to do something similar. Just an additional effort to gain support.

Board members listed several entities that have passed similar letters/resolutions of support & reasoning behind some not doing so with the philosophy that it does not affect their entity.

Director Anderson opened a discussion regarding whether or not to table this if we do not have 100 percent board member support.

Director McCart suggested adding something addressing that 30 percent of the calls are to business and that the percentage increase is approximately the same as the proposed percent increase.

Director Leung motioned to support SMFR Resolution No. 2025-06 A Resolution Advocating Voter Approval of South Metro Fire Rescue Fire Protection District's Ballot Initiative 7A During the November 4, 2025 Election as presented. Director Roche seconded the motion. 6 were in favor, 1 opposed (Sokol). The motion carried.

INFORMATION ITEMS

1. IGA Update – N/A

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

- CFO Corbo:
 - There are two RFPs open for a Pension Investment Advisor & Inventory Management Software for Logistics.
- Chief Eckmann:
 - An all-personnel meeting is planned for whatever way the election goes. May ask one or two Board members to help with the message that goes out to the organization.
- Local 2086 Representative Joe Sims:
 - There were 4-5 EV fires in Sacramento & there are some interesting articles with a lot of documentation on this new phenomenon.
 - Represented at the Fallen Firefighters Memorial in Colorado Springs last month.
 - Today, he, Chief Goedeker and 15 Line members went to the immigration office where one of our firefighters became a citizen.
- Director McCart:
- He had the pleasure of meeting two of the figures in the SMFR legacy, Kelly Stahlman, she seems to be doing very well considering and made his feelings about taking Bruce's spot really come to the surface & met Cindy Hathaway for coffee and learned how well she was also treated by the Firefighters. He expressed appreciation for how the Line and Staff have treated him. He thanked the Chiefs for letting him ride in a rig down to the memorial.
- Director Anderson:
 - She had the opportunity to lunch with some of the Douglas County Mayors and had occasion to have lunch with some of the DC mayors and Mayor Josh Rivero is very pleased with the way the plan reviews are going in Parker.
- Director Leung:
 - Thank you to the CHRO Chapman and the Wellness Team for hosting the wellness fair. There were great health check and education opportunities, and he loved seeing the puppies.
- Director Sokol:
 - Thanked Chief Burke for the ride-along with Tower 32 last week. It was an incredibly different way to see the organization and how things work in the field. Two big takeaways, the intricacies, complexity and professionalism of our personnel when responding to a fire & impressed by the debrief by the crew on the ride back to the station from a fire.
- Chief Curtis:

- In the process of recruiting a replacement for the Assistant to the Fire Chief. There have been lots of applicants and the interviews will take place during the week of the 13th.
- Recent podcasts posted on behavioral health & an update from the Deputy & Fire Chiefs.
- Attended an ACSO press conference on their participation in the Blue Envelope Program, which we will be partnering with and educating our workforce in support.
- Thank you to Director McCart for attending the memorial & Director Sokol for doing a ride-along to get a perspective on what our Line employees do every day.
- Chair Albee:
 - Kickoff meeting on Thursday for the Strategic Plan with the consultant.
 - Alumni lunch is on October 29th at Station 15.
 - Director Leung provided some interesting information from the SDA conference that looks like good information. Director Leung stated that Chair Albee and Vice Chair Anderson did an awesome job presenting an overview of our recent Fire Chief selection process & there was a lot of other useful information provided.
- Thank you, letters/notes:
 - Thank you note from Kuman Math & Reading Center of Lone Tree to Fire Inspector Dylan Sickler for doing a great job during the inspection, answering all of the questions and giving good advice on fire prevention.
 - Thank you letter from Mountain View Fire Rescue's Fire Chief Valdez to Chief Curtis extending his sincerest gratitude for assistance in covering their district during the funeral of their own Engineer Eric Losh.
 - Thank you note from Highlands Ranch Community Association to Chief Dell'Orfano for providing an update on SMFR during their meeting, providing much appreciated insight and leadership.
 - Thank you note from the Denver Seminary to the Fire Marshal's Team by helping get their event by pushing through the permits and inspection, particularly Dan Russell, Brad Gleason and Heidi Vinduska.
 - Compliments received from the website:
 - Thank you note to Dispatch for instructing a citizen's wife through CPR until the crews from Station 12, Medic 15 and Med 2 arrived and took over the life-saving efforts.
 - Thank you note to various stations for quick response to a grass fire in The Farm at Arapahoe County Open Space.
 - Thank you note to the crew who went above and beyond for a citizen who had an incident while doing yardwork.

EXECUTIVE SESSION

N/A

NEXT MEETINGS

Special Board of Directors' Meeting to be held on October 20, 2025, 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

South Metro Fire Rescue Volunteer Firefighter Board of Trustees' Meeting to be held on November 3, 2025, 6:00 p.m., at 9195 East Mineral Avenue, Centennial, CO.

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

ADJOURNMENT

Chair Albee adjourned the meeting at 8:49 p.m.

Attested by: _____

Date: _____

South Metro Fire Rescue Fire Protection District
Special Board of Directors' Meeting Minutes
October 20, 2025

Present:	Jim Albee, Chair	John Curtis, Fire Chief
	Renee Anderson, Vice Chair	Mike Dell'Orfano, Chief Govt. Affairs Officer
	Rich Sokol, Treasurer	Kristin Eckmann, Deputy Chief – Community Services
	Sue Roche, Secretary	Matt Weller, Deputy Chief – Internal Services
	Kevin Leung	Jake Mayhew, Deputy Chief - Operations
	William Shriver	Stephanie Corbo, CFO – Business Services
	Phil McCart	Camie Chapman, CHRO – Internal Services
		Allison Ulmer, Legal Counsel

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 6:00 p.m. and welcomed everyone.

ROLL CALL

All of the Board members were present in person.

APPROVAL OF THE AGENDA

Director Anderson motioned to approve the agenda as presented. Director Shriver seconded the motion. 7 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
- Director Anderson – no changes
- Chair Abee – no changes
- Director Shriver – no changes
- Director Leung – no changes
- Director Sokol – no changes

PUBLIC COMMENT

N/A

CONSENT AGENDA

N/A

ACTION ITEMS

1. **Radio Repeater Purchase Request** – Chief Dell'Orfano stated this item, intended to improve radio communications in the Station 21 area, was withdrawn and will become a part of the 2026 Proposed Budget discussion.

DISCUSSION/POTENTIAL ACTION ITEMS

1. **Amendments to the September 1, 2023 Restated Bylaws** – Chief Dell'Orfano brought this forward as a discussion item as recommended change by the Board Bylaws Committee who have reviewed the September 1, 2023 Restated

Bylaws and has proposed several amendments. These changes are recommended in order to provide guidance on the types of absences from a board meeting, the process for classifying an absence, and updating current meeting agenda practices.

At Chair Albee's request, Legal Counsel Ulmer stated that a rescheduled regular meeting would still be called a regular meeting.

At Director Roche's request, Director Leung stated that the law states that 4 consecutive unexcused absences constitute the potential for a vacancy. At Director Roche's request, Chief Dell'Orfano stated that a board member could have an unexcused absence every other meeting and cannot be removed for that reason.

At Director Sokol's request, Chief Dell'Orfano stated that the Board can overturn an unexcused absence at the following meeting if the Board member had an emergency and was unable to provide notification that they are unable to attend. After discussion the Board agreed that depending on subsequent information obtained the unexcused absence could be overturned.

Chair Albee asked about an unexcused absence for vacation once the meetings schedule is set. After discussion, it was agreed that vacation will be a part of the excused absence language.

Chief Dell'Orfano stated that Staff will change the wording and bring it back for approval at the November 10th meeting.

- 2. Proposed 2026 Budget (No new Property Tax Revenue)** – CFO Corbo distributed packets for both budgets and explained it is the same presentation that was emailed on 10/15/25 and provided an in-depth overview of the budget with no new property tax revenue.

At Director Sokol's request, CFO Corbo reviewed the Director positions and funds that are needed as the State of Colorado and SMFR, two tax-exempt organizations, create a third HOA organization for the Mineral Building. As a Director for the HOA, she will be working with the State to create a funding structure to oversee the maintenance of the building.

At Director Leung's request, CHRO Chapman stated that with the overall benchmarking, we are right in line with the public sector for salaries. Staff has tried to get numbers from the agencies that we compare to but that is difficult to obtain. Staff will bring back some benchmarking information when we do the deeper dive at the November 10th meeting. Chair Albee noted that the salaries include overtime so are inflated so we need to use the correct common denominator. At Director Sokol's request, CHRO Chapman will make sure that there is a breakout of the salaries + overtime for the Line (union contract employees) and Staff (non-union contract employees).

At Director Sokol's request, CHRO Chapman stated that open enrollment is in November and Staff should know the numbers for each benefit plan by the first of December.

At Chair Albee's request, CFO Corbo stated that the work has not been done yet to determine what the actual self-insured fund balance should be. CHRO Chapman added that staff has been monitoring it and we are under the threshold of what the Board directed & Staff will bring back that information at the November 10th meeting.

- 3. 2026 Budget Workshop (Additional Property Tax Revenue Discussion)** – Chief Curtis stated Staff wants to make sure that we are talking about the items that we advocated to our constituents, how we reframe what was just presented as a fully loaded budget & the Board's philosophy on what they want to see if we have the additional property tax revenue and tying the budget to the strategic plan.

CFO Corbo opened the discussion on a 2026 budget that does include additional property tax revenue, with key initiatives including re-engaging on capital investments, Staff and Line personnel hiring, and additional operating expenses.

At Director Leung's request, Budget Manager Smith stated that the recruits are coming on Line and the increase in staffing should help overtime for the future. Chief Curtis added that Staff took a shot at the shortages of Line personnel in certain ranks, so this was a shift to sort overtime into the right bucket. This is the first time we have seen shortages, and it relates to not having academies as far back as during COVID. Alternate response staffing is to mitigate calls and move people in different directions, different from our model today, to improve service but may not have an impact on overtime. Director Leung asked for a breakdown of each category (command level, mid-level Lieutenant and Captain, and rank & file level) so the Board can have a better understanding of where the overtime is going.

Director Shriver stated he recalls several Board members wanted to forgo the abatements if we get the additional revenue. Director Leung stated that he believes that should change because we will still not have enough funds to do everything we want to do. Director Sokol stated that he believes the actual revenue will be more than what is reflected in these spreadsheets. Director Leung reminded that we never know what the State will do with the property taxes. CFO Corbo informed that the removal of the abatements over the next 10 years brings us into the red in 2030 rather than 2031. A poll of the Board resulted in 4 Directors (Sokol, Shriver, Anderson, Albee) voting to remove the abatements from the presentation on November 10th if the election is successful.

CFO summarized the Board's direction:

- Leave the Staff FTE placeholder in the budget. Director Sokol requested information on Overtime by Rank. He asked where the positions are planned to be added and CFO Corbo expressed that they would be a part of the strategic planning process.
- Leave the Alternate Response Staffing placeholder in the budget.
- Leave the Operating Plan - \$500K Professional Development placeholder in the budget.
- Set the General Fund Capital Transfer at \$26M; once the Board designates a project in Parker, the Parker Excise Tax will be assigned to the project.

Chief Weller provided a Capital Projects – with revenue 10-Year Plan, Facility Overview with more detailed information about station renovations/rebuilds, training facility, fleet/logistics relocation.

INFORMATION ITEMS

- Chief Curtis:
 - Introduced Dawn Poe as the new Assistant to the Fire Chief. There were over 50 applicants, 9 finalists and 5 were interviewed. Dawn shined brightly throughout the process & excited for her to begin transitioning into her new position.
- Chief Dell'Orfano:
 - Thanked Director Anderson, Chair Albee and his wife Sara for participating in the Adopt A Highway event last weekend. There is one more on November 8th, for anyone interested, and that will be it for the season.
 - Most of the Board members have received their maximum pay of \$2,400 for the year.
- Chief Eckmann:
 - Transitioning to a new vendor for our website next year as Staff found some efficiencies in cost and platform. A survey was sent out via email requesting ideas for improvement of the website.
 - Several media inquiries have come in about the ballot measure. Chair Albee and Local 2086's Brent Chapman have agreed to navigate these. Channel 4, Fox 31 and 7 have done stories regarding our ballot measure.
- Local 2086 President Dzengelewski:
 - Local is busy supporting the upcoming campaign. A watch party will take place at the Union Hall on election night.
- Chief Everitt:

- Deputy Fire Marshal Rich Conroy was selected as the Fire Prevention Officer of the Year by the Fire Marshals Association of Colorado.
- Director McCart:
 - He has been spending quite a bit of time watching the department's podcasts & thinks it is a great way to get exposure to the organization.
- Director Anderson:
 - Tower 18 looks like it is working really well. They ended up behind her the other day and since she had her support 7A sticker on her car she had to wave to them.
- Director Leung:
 - The organizers of the Indivisible Project, who hosted a Highlands Ranch event on Saturday, October 18th expressed their deep gratitude for the outstanding work of the Station 17 crew handling the two-car collision that occurred between 2:00 and 2:30 p.m. The professionalism and composure demonstrated by Station 17 firefighters and EMS personnel throughout the incident were exemplary and reminded everyone how fortunate our community is to be served by such dedicated South Metro professionals.
 - When talking to voters in the last few weeks, Director Leung has been approached about what can be done to reduce the risk of a wildfire.
- Director Sokol:
 - The assessment rates for local governments go down if property rates grow by more than 5% a year. The overall state average is 4.7% for 2026 calculations and expected to be less than 5% going into 2027.
- Chair Albee:
 - Reminded that the November 3rd meeting was moved to November 10th and another meeting was added on November 17th.
 - A neighbor of his is excited to support our ballot measure & he has property in Grand Lake, so he helped review their ballot. Their fire district is going for 4 mills, waiver of the property tax limit (cap), and the ability to float the mill levy.

ADJOURNMENT

Chair Albee adjourned the meeting at 8:48 p.m.

Attested by: _____ Date: _____

BOARD OF DIRECTORS AGENDA ITEM

STAFF REPORT



Meeting Date: 11/10/2025

Agenda Item Type: Action Item

Agenda Item: Resolution No. 2025-07: A Resolution Adopting Bylaws

Submitted By: Mike Dell'Orfano, Chief Government Affairs Officer

Approved: John Curtis, Fire Chief

SUMMARY:

The Board Bylaws Committee has reviewed the September 1, 2023 Restated Bylaws and has proposed several amendments. These changes are recommended in order to provide guidance on the types of absences from a board meeting, the process for classifying an absence, and updating current meeting agenda practices. Additional clarifications were made based on discussion during the October 20, 2025 board meeting.

BACKGROUND:

In 2019, the board created the Board Bylaws Committee in order to monitor legislative updates, review staff or board recommended changes, and periodically review the bylaws to ensure alignment with current practices. During the August 18, 2025 board meeting, the board directed the Committee to draft changes to the bylaws that would improve the classification of board meeting absences (i.e., excused or unexcused), along with the processes for making those classifications. Feedback was provided during the October 20, 2025 board meeting and additional amendments have been made to clarify that the final determination of the type of absence will be made when the minutes are approved by the Board (Sections 6(j)(1) and 9(f)(7)).

COST:

N/A

STRATEGIC INITIATIVE:

The board directed the formation of the Board Bylaws Committee with the mission to “help maintain bylaws that are legally compliant, effective, and provide a vision for the conduct and characteristics of board members in order to provide clear expectations to future board members and continue to build a strong team of elected officials that represent the community and help to lead the organization.”

RECOMMENDED ACTION/MOTION:

Recommended motion:

I move to approve the South Metro Fire Rescue Fire Protection District Resolution No. 2025-07: A Resolution Adopting Bylaws.

ALTERNATIVE OPTIONS:

The board could provide additional recommendations and ultimately approve all or a portion of the recommended changes.

ATTACHMENTS:

Resolution No. 2025-07

November 10, 2025 Restated Bylaws (redline and clean)

**SOUTH METRO FIRE RESCUE
FIRE PROTECTION DISTRICT**

NOVEMBER 10, 2025 RESTATED BYLAWS

SECTION 1. **AUTHORITY.** South Metro Fire Rescue Fire Protection District (the “District”) is a governmental subdivision of the State of Colorado and a body corporate with those powers of a public or quasi municipal corporation which are specifically authorized by, and in compliance with, Section 32-1-101 *et seq.*, C.R.S. The District was created by court order and is located in Douglas, Arapahoe and Jefferson Counties.

SECTION 2. **PURPOSE.** It is hereby declared that the Bylaws hereinafter set forth will serve a public purpose.

SECTION 3. **PHILOSOPHY OF THE BOARD.** It shall be the philosophy of the Board of Directors (“Board”) of the District, consistent with the availability of revenues, personnel and equipment, to use its best efforts to provide the quality services as authorized under the District Service Plan or by law.

SECTION 4. **BOARD OF DIRECTORS.** Unless specifically required by law to be performed by the Board or otherwise delegated by the Board, all powers, privileges and duties vested in, or imposed upon, the District by law and as set forth herein shall be exercised and performed by the Fire Chief and District staff under the supervision of the Fire Chief, and with the assistance of District legal counsel, under the ultimate supervision of the Board, whether set forth specifically or impliedly in these Bylaws. The Board may delegate to officers, employees, and agents of the District any or all administrative, ministerial, and operational powers.

Without restricting the general powers conferred by these Bylaws, it is hereby expressly declared that the Board shall have the following powers and duties:

- a.** To appoint, hire, supervise, terminate, remove or suspend the Fire Chief and District legal counsel. The Board hereby confers upon the Fire Chief the power to appoint, hire, supervise, terminate, remove or suspend employees or agents upon such terms and conditions as may seem fair and just and in the best interests of the District.
- b.** To delegate by resolution to the Fire Chief and other management personnel who may make purchases of real and personal property, goods and services, and who may sign receipts, endorsements, checks, contracts, releases and other official documents on behalf of District.

- c. To create standing or special committees and to delegate such power and authority thereto as the Board deems necessary and proper for the performance of such committee's functions and obligations. The following standing committees have been created by the Board:
 1. Audit and Finance Committee;
 2. Conflicted Matters Committee;
 3. Bylaws Committee;
 4. Fire Chief Performance Committee;
 5. Salary and Benefits Board Oversight Committee; and
 6. Community Outreach Committee.
- d. To prepare or cause to be prepared financial reports covering each year's fiscal activities; and such reports shall be available for inspection by the public, as required by law.

SECTION 5. OFFICE.

- a. **Business Office.** The principal business office of the District shall be at 9195 East Mineral Avenue, Centennial, Colorado 80112, until otherwise designated by the Board.
- b. **Establishing Other Offices and Relocation.** The Board, by resolution, may from time to time, designate, locate and relocate its executive and business office and such other offices as, in its judgment, are necessary to conduct the business of the District.

SECTION 6. MEETINGS.

- a. **Regular Meetings.** Regular meetings of the Board shall be conducted at the dates and times designated by Resolution of the Board at its first regular meeting of each year. When necessary and in its discretion, the Board may by motion change the time and date of regular Board meetings.
- b. **Special Meetings.** Special meetings of the Board may be called by the Chair or any two (2) Directors.
- c. **Meeting Public.** All meetings of the Board, other than executive sessions, shall be open to the public. Meetings include any and all sessions of the Board, at which a quorum of the Board (4 is a quorum if a full Board is in office) or three (3) or more Directors, whichever is less, are expected to be

in attendance for discussion of District business, either in person, telephonically, or electronically. Social gatherings at which no business of the District will be discussed are not considered meetings of the Board that are open to the public or for which notice is required.

- d. **Board Member Notice.** Section 6.a. and the annual Resolution designating regular meeting dates and times shall constitute formal notice of regular meetings to Directors, and no other notice shall be required to be given to the Board. Notice of special meetings shall be provided to Directors by email, telephone, or mail not less than twenty-four (24) hours in advance. Notice of multiple special meetings may be given by a single notice. Attendance by a Director at a regular or special meeting shall be deemed a waiver by the Director of the notice requirements of this subsection d.
- e. **Public Notice.** Public notice and an agenda for all meetings shall be posted not less than twenty-four (24) hours in advance as set forth in the Colorado Open Meetings Law. The District's webpage is designated for the posting of such notice pursuant to Section 24-6-401, C.R.S.
- f. **No Informal Action by Directors/Executive Sessions.** All official business of the Board shall be conducted at regular or special meetings. Executive sessions may be called at regular or special meetings, and conducted according to the following guidelines:
 - 1. **Calling the Executive Session.** The topic for discussion in the executive session shall be announced in a motion, and the specific statute that authorizes the executive session shall be cited. The matter to be discussed shall be described in as much detail as possible without compromising the purpose of being in executive session. An affirmative vote of two-thirds (2/3) of the quorum in attendance shall be required to go into executive session.
 - 2. **Conducting the Executive Session.** No adoption of any proposed policy, position, resolution, rule, regulation, or formal action shall take place in an executive session. The discussion in executive session shall be limited to the reasons for which the executive session was called. An electronic recording of the actual contents of the discussion in the executive session shall be kept. No electronic recording or other record is necessary to be kept for any portions of the discussion which the District's attorney reasonably believes constitute attorney-client privileged communication. The attorney shall state on the electronic record when any portion of the executive

session is not recorded as an attorney-client privileged communication or sign a statement to the same effect.

3. Records of Executive Sessions. The electronic record of any executive session shall be retained by the District for ninety (90) days from the date of the executive session and then destroyed. Electronic recordings of the executive session, or transcripts or other reproduction of the same, shall not be released to the general public for review under any circumstances, except as required by law.

g. Adjournment and Continuance of Meetings. When a regular or special meeting is for any reason continued to another time and place, notice need not be given of the continued meeting if the time and place of such meeting are announced at the meeting at which the continuance is taken. At the continued meeting, any business may be transacted which could have been transacted at the original meeting.

h. Emergency Meetings. Notwithstanding any other provisions in this Section 6, emergency meetings may be called, without notice if notice is not practicable, by the Chair, Vice Chair or any two (2) Directors in the event of a declared emergency that requires the immediate action of the Board in order to protect the public health, safety, welfare or property of the owners, residents and visitors of the District. If possible, notice of such emergency meeting shall be given to the Directors by telephone, email, or whatever other means are reasonable to meet the circumstances of the emergency. At such emergency meeting, any action within the power of the Board that is necessary for the immediate protection of the public health, safety, welfare or property of the owners, residents and visitors of the District may be taken; provided, however, that any action taken at an emergency meeting shall be effective only until the first to occur of (a) the next regular meeting, or (b) the next special meeting of the Board at which the emergency issue is on the public notice of the meeting. At such subsequent meeting, the Board may ratify any emergency action taken. If any emergency action taken is not ratified, it shall be deemed rescinded as of the date of such subsequent meeting, although the validity and effectiveness of the emergency action during its effective time shall not be invalidated. A declared emergency for purposes of this subsection h. is an emergency within the District that has been declared by county or municipal government, the State of Colorado, the United States government, of any department or agency thereof, or the Chair, Vice Chair, or any two (2) Directors of the Board.

i. Email Meetings. Section 24-6-402, C.R.S., requires that certain email correspondence between three (3) Directors (or, when two (2) Directors

constitute a quorum, two (2) Directors), if said email correspondence discusses pending resolutions or other District business shall be considered a public meeting subject to the requirements of the Colorado Open Meetings Law.

- j. **Attendance at Meetings.** It is the Board’s expectation that Directors will attend in person not less than seventy five percent (75%) of Board meetings. Section 24-6-402(1)(b), C.R.S. defines a meeting as “Any kind of gathering to discuss public business, in person, by telephone, electronically, or by other means of communication.” Although electronic participation in Board meetings as a frequent or regular course is not acceptable, Directors may periodically attend meetings by telephone (or other electronic means), so long as they are able to reasonably receive the comments from the audience and any comments and discussion among other Directors and staff, and they are able to participate in the discussion.
1. **Absence from Meetings.** Directors who will be absent from a meeting shall notify the Chair prior to the meeting or as soon as possible following the meeting if the absence was due to unforeseen events. The Chair will determine if the absence is excused or unexcused in accordance with subsection a) and b) below, and the Chair shall announce that determination during the meeting’s roll call; however, a majority of the Directors present may overturn the Chair’s determination. The determination of whether an absence is excused or unexcused shall be entered upon the minutes, which shall become final when the minutes are approved by the Board. Prior to approval of the minutes, the Board may consider additional information provided by the absent Director that is relevant to the determination of whether the absence should be excused or unexcused and, by a majority vote, the Directors may change such determination.
- a) **Excused Absence.** An absence shall generally be excused for a planned absence with proper notification (e.g., vacation, religious observance), or circumstances beyond a Director’s control (e.g., temporary mental or physical disability or illness, accident, family emergency, jury duty, military leave, professional obligation).
- b) **Unexcused Absence.** An absence shall generally be unexcused for absences without notification or for a reason other than as provided in subsection a) above.

SECTION 7. CONDUCT OF BUSINESS.

- a. **Board Meeting Rules of Procedure.** Meetings of the Board of Directors shall comply with the South Metro Fire Rescue Fire Protection District Board Meeting Rules of Procedure attached hereto as Exhibit A.
- b. **Quorum.** All official business of the Board shall be transacted at a regular or special meeting at which a quorum (majority) of the Directors are in attendance in person, telephonically, or electronically, except as provided in Section 6.h. above.
- c. **Official Actions.** All official actions of the Board shall be taken following a motion and an affirmative vote of a majority of Board members. The Board shall, by written resolution, take and document all actions intended to have a permanent or continuing effect, such as adoption of continuing policies, all actions required by state statute to be taken by resolution, and all actions deemed appropriate by the Board to be documented by resolution. Resolutions shall state the basis and context for the action being taken. All resolutions shall be indexed and kept with the minutes of the meetings of the Board. Motions and resolutions taking Board action may delegate authority to staff to take necessary actions and create more detailed policies and procedures to carry out the Board actions.
- d. **Vote Requirements.** Any action of the Board shall require the affirmative vote of a majority of the Directors in attendance and voting at a meeting properly called and at which a quorum is in attendance, except that to convene an executive session of the Board, a two-thirds (2/3) affirmative vote is required, and approval of amendments to these Bylaws shall be as set forth herein.
- e. **Electronic Signatures.** In the event the signature(s) of one (1) or more Directors or appointed signatories are required to execute a written document, contract, note, bond, deed, and/or other official papers of the District, and the appropriate individual(s) is unable to be physically present to sign said documentation, such individual or individuals are authorized to execute the documentation electronically via facsimile or email signature, unless said documentation provides otherwise. Any electronic signature so affixed to a document shall carry the full legal force and effect of any original, handwritten signature. Except as approved herein, this provision of these Bylaws shall not be interpreted as establishing the District's consent or authorization to bind District to any transaction by the use of electronic records or electronic means. This provision is made pursuant to Article 71.3 of Title 24, C.R.S., also known as the Uniform Electronic Transactions Act.

- f. **Setting Meeting Agendas.** Agendas for Board meetings will be set by the Fire Chief or his/her designee in consultation with the Board Chair. The Board Chair or any two (2) Directors may require a matter be placed on a meeting agenda by written request provided to the Secretary and the Fire Chief. Agenda items added with little advanced notice to staff shall be tabled, if necessary, to allow a reasonable time to provide necessary support or briefing for the Board.
- g. **Order of Business.** The business of all regular meetings of the Board shall be transacted generally in the following order, and as approved by the Board from time to time, and the agenda for such meetings shall describe in as much detail as is possible the topics within each category:
1. Meeting Call to Order;
 2. Pledge of Allegiance;
 3. Roll Call (Roll Call will include an acknowledgement of any excused or unexcused absences.);
 4. Approve the Agenda;
 5. Conflict of Interest Disclosure;
 6. Public Comment;
 7. Consent Agenda;
 8. Action Items (Action Items are intended for matters for which Board action is proposed.);
 9. Discussion/Potential Action Items (Discussion/Potential Action Items are intended for matters which need Board and staff discussion to obtain direction for future action or inaction or to develop the Discussion/Potential Action Item for future consideration as an Action Item. No action can be taken on a Discussion/Potential Action Item, unless the agenda clearly indicates that the board has the discretion to take action on a Discussion/Potential Action Item. An affirmative vote of two-thirds (2/3) of the quorum in attendance shall be required to change the Discussion/Potential Action Item to Action.);
 10. Information Items (Information Items are limited to briefings by staff or Directors on matters with no action to be taken, other than to

schedule it again as an Information Item, a Discussion/Potential Action Item, or an Action Item for a future meeting.);

11. Executive Session (State Statutes specify the allowable matters that may be considered in an Executive Session. An Executive Session may be convened to discuss any agenda item involving a matter that is allowed by State Statute to be discussed in Executive Session regardless of whether an Executive Session is expressly identified on the agenda for that topic. No action may be taken during an Executive Session.);
12. Next Meeting; and
13. Adjournment.

- h. Meeting Packets.** The Fire Chief shall be responsible for seeing that packets for regular Board meetings are generally provided or available to Board members at least 96 hours before a regularly scheduled Board meeting or as soon as possible prior to an ad-hoc Board meeting.
- i. 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. Public comments shall be limited to three (3) minutes per individual and five (5) minutes per group spokesperson unless additional opportunity is given at the Board’s discretion. Each member of the public wishing to speak may be asked to fill out a form indicating name, address, topic or agenda item to be addressed. Disorderly conduct, harassment, or obstruction of or interference with meetings by physical action, verbal utterance, nuisance or any other means are hereby prohibited and constitute a violation of District rules. Such conduct may result in removal of person(s) responsible for such behavior from the meeting and/or criminal charges filed against such person(s). To the extent such occurrences arise and the person(s) responsible refuses to leave the premises, law enforcement authorities will be summoned. Prosecution will be pursued under all applicable laws, including without limitation Sections 18-9-108, C.R.S. (disrupting lawful assembly), 18-9-110, C.R.S. (public buildings - trespass, interference), and/or 18-9-117, C.R.S. (unlawful conduct on public property). Law enforcement may be requested to attend meetings at any time in which the Board believes their presence will assist in keeping peace and conducting public business. 9-1-1 will be called at any time that the Board or staff feels threatened or endangered.
- j. Minutes.** Within a reasonable time after approval, all resolutions, motions and minutes of Board meetings shall be recorded in a visual text format that

may be transmitted electronically and kept for that purpose, and shall be attested by the Recording Secretary. Minutes of regular and special meetings shall be available for public review as soon as practicable following approval by the Board. Upon approval by the Board, such records shall be the official record of the Board meetings. Executive sessions shall be electronically recorded on audio tape or other electronic media, and such electronic recording or reproduction of the same shall be kept separate from minutes of regular sessions as described in Section 6.f of these Bylaws and shall not be open to the public except as required by law. Draft minutes are considered work product under the Colorado Open Records Act and are not available to the public until discussed by the Board in a public meeting or otherwise made public.

SECTION 8. POLICIES OF THE BOARD.

- a. **Policies Enacted by Board.** The Board is a policy-making body and will adopt such policies by motion and resolution. Such policies may include, but not be limited to, bylaws, budgets, investments, funding strategies, reserves, fees and collections, fire code adoption, contracts and agreements, property disposal, records management, strategic plans, delegations, or other policies not delegated to staff. Unless otherwise directed, Board policies will be adopted by resolution. The resolution shall also state the content and duration of the policy and the frequency for it to be reviewed by the Board.
- b. **Compliance with District Policies.** Directors shall comply with District Policies that are specifically applicable to the Board and its Directors, and also those that apply to District personnel to the extent the subject matter also extends to matters applicable to District Directors. Such policies include, but are not limited to, policies associated with conflicts of interest, sexual harassment, and use of technology and computing devices. District Directors shall participate in training and educational sessions called for in any such policies. The Fire Chief shall be responsible for coordinating with the Board for the scheduling of any such training or educational sessions, though it is the responsibility of individual Directors to attend such sessions.
- c. **Use of District Technology Systems.** To allow efficiency in meeting public records requests and complying with requirements under the Colorado Open Records Act and the Open Meetings Law, Directors shall only use District technology systems for electronic communications that discuss District matters. In addition to communications, copies of all documents that discuss the public business of the District shall be stored on the District technology system. Directors that do not use the District's

technology systems for communicating regarding the public business of the District or to retain public records are subject to the potential that their personal devices and document storage systems may be ordered by a Court to be seized and reviewed. Directors shall abide by the District's policies on use of technology and electronic mail, including Policies and Procedures 3.3.3 regarding Acceptable Use Policy and 3.3.7 regarding Mobile Device Policy, and Board Resolutions No. 2009-07 Adopting an Electronic Mail Policy and No. 2009-10 Amending the Authority's Electronic Mail Policy.

- d. **Board Member Standards of Conduct.** In carrying out their responsibilities and representing the District, Board members shall comply with the Standards and Guidelines for Board Member Conduct attached hereto as Exhibit B.

SECTION 9. DIRECTORS, OFFICERS AND PERSONNEL.

- a. **Director Qualifications and Terms.** Directors shall be eligible electors of the Director district for which they are elected or appointed. The term of each Director shall be determined by relevant statutory provisions with regular elections held in odd numbered years, and conducted in the manner prescribed by Articles 1 through 13.5, Title 1, and Part 8, Article 1, Title 32, C.R.S.
- b. **Faithful Performance Bonds.** The Fire Chief shall see that for each Director there is furnished, at the expense of the District, an individual, schedule or blanket surety bond or crime insurance in the sum of not less than one thousand dollars (\$1,000) each, conditioned on the faithful performance of the duties of his/her office. In addition, Fire Chief shall see that for the Treasurer there is furnished, at the expense of the District, a corporate fidelity bond or crime insurance in a sum of not less than five thousand dollars (\$5,000), conditioned upon the faithful performance of the duties of his/her office.
- c. **Director's Performance of Duties.** A Director of the District shall perform all duties of a Director, including duties as a member of any committee of the Board upon which the Director may serve, in good faith, in a manner which the Director reasonably believes to be in the best interests of District, and with such care as an ordinarily prudent person in a like position would use under similar circumstances. In performing the Director's duties, the Director shall be entitled to rely upon information, opinions, reports, or statements, including financial statements and other financial data, in each case prepared or presented by persons and groups listed in subparagraphs 1, 2 and 3 of this subsection c. The Director shall not be considered to be acting in good faith if he/she has knowledge

concerning the matter in question that would cause such reliance to be unwarranted, and does not disclose such knowledge in a manner to call into question the information otherwise being relied upon. A person who in good faith performs the Director's duties shall not have any liability by reason of being or having been a Director of the District. Those programs and groups upon whose information, opinions, reports, and statements a Director is entitled to rely upon are:

1. One (1) or more officers or employees of the District whom the Director reasonably believes to be reliable and competent in the matters presented;
 2. Legal counsel, public accountants, or other persons as to matters which the Director reasonably believes to be within such persons' professional knowledge or expertise; and
 3. A committee of the Board upon which the Director does not serve, duly designated in accordance with the provisions of the Bylaws, as to matters within the committee's designated authority, which committee the Director reasonably believes to merit confidence.
- d. **Oath of Office.** Each Director, before assuming the responsibilities of his/her office, shall take and subscribe an oath of office in the form prescribed by law.
- e. **Election of Officers.** The Board shall elect from its membership a Chair/President, Vice Chair/Vice President, Secretary, and Treasurer. The Board may, from time to time, appoint an acting officer in the absence of any individual officer. The election of the officers shall be conducted at the first regular meeting of the Board following each regular special district election, and at such times as deemed appropriate by the Board. Each officer so elected shall serve for a term of office until the first regular meeting of the Board following the next regular special district election, or as otherwise directed by the Board. Any officer may be removed by the Board, with or without cause, whenever in its judgment the best interests of the District will be served thereby. Under any circumstance, the term of a Board Officer shall continue until the election of his/her successor.
- f. **Vacancies.** A Board member's office is vacant upon:
1. Failure to meet qualifications;
 2. Failure to satisfy oath and bond requirements;
 3. Written resignation;

4. Failure to remain qualified for office;
5. Conviction of a felony;
6. Removal from office or voidance of election by court;
7. Failure to attend four (4) consecutive, regular Board meetings where the absences have been entered into the meeting minutes as unexcused and such minutes have been approved by a majority vote of the Board; or
8. Death.

g. Filling Vacancies. Any vacancy occurring on the Board shall be filled by an affirmative vote of a majority of the remaining Directors, as prescribed by law, with the appointee to serve until the next regular District election, as prescribed by statute. The appointed individual must meet the statutorily prescribed qualifications for Directors and shall serve until the next regular election. The process for filling a vacancy shall be in accordance with statutes and the procedures listed below. A majority of the Board can determine to fill a vacancy in an alternative manner based on specific circumstances.

1. **Advertisement:** The vacancy, qualification, and selection process will be advertised in appropriate newsletters, e-mail distribution lists, social media, or other methods used by the District or in cooperation with other community resources. The vacancy will be advertised for three (3) weeks after the regular or special board meeting announcing the beginning of the appointment process.
2. **Applications:** Interested candidates will submit a letter of interest, resume, and sufficient information to confirm eligibility to be appointed to the vacancy in the particular director district.
3. **Candidate Introductions:** At the next regular or special meeting at least four (4) weeks after the beginning of the appointment process, the board will provide an opportunity for the candidates to introduce themselves, review their background, and express their interest in being appointed to the vacancy. The Board may ask follow-up questions if desired.
4. **Selection:** The Board will conduct a vote and appoint the candidate who receives a majority of the vote. If there are more than two (2) candidates and no candidate receives a majority, voting will continue until there are only two (2) candidates remaining. Once two (2)

candidates remain, a final vote will be conducted and if that vote results in a tie, the agenda item to fill the vacancy will be tabled.

- h. Resignation and Removal.** Directors may be removed from office only by recall as prescribed by statute. Any Director may resign at any time by giving written notice to the Board, and acceptance of such resignation shall not be necessary to make it effective, unless the notice so provides.
- i. Chair and President.** The Chair shall preside at all meetings. The Chair shall also be the President of the District. The President is authorized to sign all legal instruments on behalf of the District. The President will act as a liaison to the Board, Fire Chief, and staff and may provide feedback on upcoming board meeting topics, assist with strategy on agenda items or navigating discussions.
- j. Vice Chair and Vice President.** The Vice Chair shall be a member of the Board of Directors and, in the absence of the Chair or in the event of his or her inability or refusal to act, shall perform the duties of the Chair, and when so acting, shall have all the powers of and be subject to all restrictions upon the Chair.
- k. Secretary.** The Secretary shall be a member of the Board of Directors and shall maintain or, through the Fire Chief, cause to be maintained the official records of the District, including the by-laws, rules and regulations established by the Board of Directors, minutes of the meetings of the Board of Directors, and a register of the names and addresses of the Directors and officers, and shall issue notice of meetings, and attest and affix the corporate seal to all official documents of the District. A separate Recording Secretary and records custodian may be appointed by the Board under the supervision of the Secretary and the Fire Chief to assist with carrying out the duties of the office of Secretary.
- l. Treasurer.** The Treasurer shall be a member of the Board of Directors, and shall be chair of the Audit Committee. The Treasurer shall keep or, through the Fire Chief, cause to be kept, strict and accurate accounts of all money received by and disbursed for and on behalf of the District. The accounting function shall be provided by District personnel or independent contractor under the supervision of the Fire Chief and Treasurer, and shall be reviewed at least quarterly by the Board of Directors. The Treasurer shall have such other financial duties and authorities as specified by the Board.
- m. Recording Secretary.** The Board shall have the authority to appoint a Recording Secretary who need not be a member of the Board of Directors.

The Recording Secretary shall be responsible for assisting with carrying out the duties of the office of Secretary, under the supervision of the Fire Chief and the Secretary. The Board hereby appoints the Fire Chief's Executive Assistant as the Recording Secretary.

- n. **Designated Election Official.** Unless otherwise designated by resolution calling for an election, the Fire Chief's Executive Assistant is hereby appointed the designated election official for all District elections.
- o. **Additional Duties.** The officers of the Board shall perform such other duties and functions as may from time to time be required by the Board, these Bylaws or the rules and regulations of the District, by law, or by special exigencies, which shall later be ratified by the Board.
- p. **Fire Chief.** The Fire Chief shall be an employee of the District. Subject to the appointment, employment, termination and supervision of the Board of Directors, the Fire Chief shall have all powers and authorities provided for a fire chief under § 32-1-1002, C.R.S., and any other applicable state or federal law, and shall oversee and manage all business and affairs of the District, including the operation, maintenance, management, administration, and provision of all facilities, improvements, equipment, services and personnel, in the manner typically associated with a fire and emergency rescue agency for which the fire chief has been delegated authority by the governing body to manage all aspects of the agency, including the authority associated with a chief executive, administrative, and operational officer. Upon his or her absence from the District or other circumstances that in the determination of the Fire Chief impair or prevent the Fire Chief from actively performing the duties of Fire Chief, the Fire Chief shall appoint another qualified staff member to serve as Acting Fire Chief until such time as the Fire Chief can resume the duties of Fire Chief.
- q. **Emergency Appointment of Fire Chief.** Upon an unplanned vacancy of the fire chief position and prior to a formal recruitment and hiring process, the Board may appoint another staff member to temporarily fill the position.
- r. **Personnel Selection.** The selection of employees, volunteers, engineers, accountants, agents, contractors, special consultants and attorneys of the District will be based upon the relative qualifications and capabilities of the applicants and shall not be based upon political services or affiliations.

SECTION 10. FINANCIAL ADMINISTRATION.

- a. **Fiscal Year.** The fiscal year of the District shall commence on January 1 of each year and end on December 31.
- b. **Budget.** On or before October 15th of each year, the Fire Chief shall have prepared and submitted to the Board a proposed budget for the ensuing fiscal year. Such proposed budget shall be accompanied by a statement which shall describe the important features of the budget plan and by a general summary wherein shall be set forth the aggregate features of the budget in such manner as to show the balanced relations between the total proposed expenditures and the total anticipated income or other means of financing the proposed budget for the ensuing fiscal year, as contrasted with the corresponding figures for the last completed fiscal year and the current fiscal year. The proposed budget shall be supported by explanatory schedules or statements classifying the expenditures contained therein by services, subjects and funds. The anticipated income of the District shall be classified according to the nature of receipts.
- c. **Notice of Budget.** Upon the Board's receipt of the proposed budget, the Fire Chief, District Finance Officer, or District legal counsel shall cause to be posted or published in substantial compliance with law, a notice that the proposed budget is open for inspection by the public at the District's business office; that the Board will consider the adoption of the proposed budget at a public hearing on a certain date; and that any interested elector may inspect the proposed budget and file or register any objections thereto at any time prior to its final adoption.
- d. **Adoption of Budget.** On the day set for consideration of the proposed budget, the Board shall review the proposed budget and revise, alter, increase or decrease expenditures and revenues as it deems necessary in view of the needs of the District and the probable income of the District. The Board shall adopt a budget by resolution, either immediately following the budget hearing or at a later date. The budget shall set forth the expenditures to be made in the ensuing fiscal year and shall provide for sufficient revenues.
- e. **Levy and Collection of Taxes.** On or before December 15th of each year, the Board shall approve by resolution and the Fire Chief, District Finance Officer, or District legal counsel shall cause to be certified to the Board of County Commissioners of Douglas, Arapahoe and Jefferson Counties the mill levy rate established for the ensuing fiscal year, in order that, at the time and in the manner required by law for the levying of taxes, such Commissioners shall levy such tax upon the assessed valuation of all

taxable property within District. The mill levy rate shall not be increased above that for the prior year, except for Board approved levies for abatements and refunds, without prior voter approval, and as set forth in applicable constitutional and statutory provision.

- f. **Filing of Budget.** On or before January 30th of each year, the Fire Chief, District Finance Officer, or District legal counsel shall cause a certified copy of such budget to be filed with the Division of Local Government in the Colorado Department of Local Affairs.

- g. **Appropriating Resolution.**
 - 1. At the time of adoption of the budget, the Board shall, within the same or separate resolution, appropriate funds for expenditure in the ensuing fiscal year. The amounts appropriated shall not exceed the expenditures fixed in the adopted budget.
 - 2. The income of the District, as estimated in the budget and as provided for in the resolution setting the District's property tax mill levy rate, shall be allocated in the amounts and according to the funds specified in the budget for the purpose of meeting the expenditures authorized by the appropriation resolution.

- h. **No Contract to Exceed Appropriation.** The District shall have no authority to enter into any contract, or otherwise bind or obligate the District to any liability for payment of money for any purposes, for which provision is not made in an appropriation resolution, including any legally authorized amendment thereto, in excess of the amounts of such appropriation for that fiscal year. Any contract, verbal or written, contrary to the terms of this Section shall be void from its inception, and no District funds shall be expended in payment of such contracts.

- i. **Contingencies.**
 - 1. In cases of emergency which could not reasonably have been foreseen at the time of the adoption of the budget, the Board may authorize the expenditure of funds in excess of appropriations, by resolution duly adopted by a majority vote of the Board. Such resolution shall set forth in full the facts concerning the emergency and shall be included in the minutes of such meeting.
 - 2. A copy of the resolution authorizing additional expenditures shall be filed with the Division of Local Government in the Colorado

Department of Local Affairs and shall be published in compliance with statutory requirements.

j. Payment of Contingencies.

1. If there is unexpended or uncommitted money in funds other than those to which the emergency relates, the Board shall, by resolution amending the budget, transfer such available money to the fund from which the emergency expenditure is to be paid. Transfers between accounts within the same budgeted and appropriated fund may be made by the Fire Chief without Board approval or budget amendment.
2. To the extent that transferable funds are insufficient to meet the emergency appropriation, the Board may borrow money as set forth in Section 29-1-112, C.R.S. or through any other lawful and approved method.

k. Annual Audit.

1. The Fire Chief, on behalf of the Board, shall cause an annual audit to be made at the end of each fiscal year of all financial affairs of the District through December 31st of such fiscal year and submitted to the Board. The audit report shall be submitted to the Board within six (6) months of the close of the fiscal year or as otherwise provided by law. The audit shall be conducted in accordance with generally accepted auditing standards by a registered or certified public accountant, who has not maintained the books, records and accounts of District during the fiscal year. The auditor shall prepare, and certify as to its accuracy, an audit report, including financial statements that are representations of the District setting forth the financial position and results for each fund and activity of the District and a comparison of actual figures with budgeted figures for each fund or activity for which a budget has been prepared, an unqualified opinion or qualified opinion with explanations, and a full disclosure of any violation of Colorado law.
2. There shall be a permanent Audit Committee composed of the Treasurer and Board Chair or such other Director appointed by the Board Chair. The Audit Committee shall be responsible for recommendations to the Board regarding the appointment, compensation, retention, and oversight of the work of an independent certified public accountant engaged to prepare the audit report or perform other audit, review or attest services for the

District. The Audit Committee may, as necessary and to the extent of its ability, provide independent review and oversight of the District's financial reporting processes, internal controls and independent auditors. All auditors thus engaged shall report directly to the Audit Committee. The auditor shall present the draft audit to the Board and request authorization from the Board to finalize and file the audit.

3. A copy of the audit report shall be maintained by the District as a public record for public inspection at all reasonable times.
4. A copy of the audit report shall be forwarded to the State Auditor within thirty days after the Board receives it.

SECTION 11. CORPORATE SEAL. The seal of the District shall be a circle containing the name of the District and shall be used on all documents and in such manner as seals generally are used by public and private corporations. The Recording Secretary shall keep, or cause to be kept, the seal and shall be responsible for its safekeeping and care.

SECTION 12. DISCLOSURE OF CONFLICT OF INTEREST. A potential conflict of interest of any Director shall be disclosed in accordance with State law, particularly Article 18 of Title 24, C.R.S., and Sections 32-1-902(3)(b) and 18-8-308, C.R.S.

SECTION 13. COMPENSATION. Each Director shall receive the maximum compensation authorized by statute for attending regular board meetings, special board meetings, or board study sessions, unless otherwise determined by the Board. No Director shall receive compensation as an employee of the District other than as provided in this section. Directors shall also be reimbursed for their actual and reasonable expenses incurred on behalf of the District, as approved by the Board.

SECTION 14. INDEMNIFICATION OF DIRECTORS AND EMPLOYEES. The District shall defend, hold harmless and indemnify any Director, officer, agent, or employee, whether elective or appointive, against any tort or liability, claim or demand, without limitation, arising out of any alleged act or omission occurring during the performance of official duty, as more fully defined by law or by an indemnification resolution, if any. The provisions of this Section shall be supplemental and subject to and, to the extent of any inconsistency therewith, shall be modified by the provisions of the Colorado Governmental Immunity Act, 24-10-101, *et seq.*, C.R.S.

SECTION 15. BIDDING AND CONTRACTING PROCEDURES. The District shall adopt, maintain and comply with policies as reasonable for the conduct of local government contracting and necessary for compliance with applicable laws

regarding contracting and construction. Such policies shall address procurement of goods and services, construction and contract execution. Except in cases in which the District will receive aid from a government agency, a notice shall be published for bids on all construction contracts for work, materials, or both, involving an expense of one-hundred and twenty thousand dollars (\$120,000) or more of District funds; such amount to be adjusted every five (5) years for inflation as prescribed by § 32-1-1001(1)(d), C.R.S. The District may reject any and all bids, and if it appears that the District can perform the work or secure material for less than the lowest bid, it may proceed to do so in accordance with law. Notwithstanding the foregoing, the District may award an integrated project delivery contract pursuant to § 32-1-1801, *et seq.*, C.R.S. upon (i) the determination of the Board that integrated project delivery represents a timely or cost-effective alternative for a project; (ii) publication of a request for qualifications and/or request for proposals; and (iii) compliance with Part 18 of Article 1, Title 32, C.R.S. All other statutory requirements relating to performance bonds, retainage, and similar matters shall also be complied with.

SECTION 16. RECORDS MANAGEMENT. The District shall adopt, maintain and comply with policies as reasonable and necessary for compliance with applicable records retention, destruction, and disclosure requirements, including the Colorado Open Records Act, State Archives and Public Records law, and various consumer privacy legislation. The Fire Chief’s Executive Assistant is hereby designated as the Official Custodian of Records (“Custodian”) pursuant to the Colorado Open Records Act. The fees and charges imposed for responding to Colorado Open Records Act records requests shall be automatically increased to the maximum amounts allowed by law without additional Board action.

SECTION 17. ANNUAL ACKNOWLEDGEMENT. Each Director shall upon taking office and annually thereafter sign an acknowledgement that they have received and reviewed these Bylaws and the attached Rules of Procedure and the Guidelines for Board Member Conduct.

SECTION 18. MODIFICATION OF BYLAWS. These Bylaws may be altered, amended or repealed at any regular or special meeting of the Board by a two-thirds (2/3) majority of the Directors in office, to become effective immediately or at a subsequent date, as specified.

SECTION 19. SEVERABILITY. If any part or provision of these Bylaws is adjudged to be unenforceable or invalid, such judgment shall not affect, impair or invalidate the remaining provisions of these Bylaws, it being the Board’s intention that the various provisions hereof are severable.

SECTION 20. TERMINATION OF PRIOR BYLAWS. These Bylaws amend, supersede and replace in their entirety all prior Bylaws, and any amendments thereto, previously adopted by the Board of Directors.

ADOPTED this XX day of XX, by the Board of Directors of the South Metro Fire Rescue Fire Protection District.

Jim Albee, Chair

Sue Roche, Secretary

EXHIBIT A
South Metro Fire Rescue Fire Protection District
Board Meeting
Rules of Procedure

1. **Quorum to Conduct Business.** Simple majority of the District Directors.
2. **Motions.** All motions shall be distinctly worded.
 - (a) The following rules shall apply to motions:
 - (i) If a motion does not receive a second, it dies.
 - (ii) The Board will discuss a motion at length only after the motion has been moved and seconded. Nothing prevents general discussion or expression of opinions before a motion is made.
 - (iii) Any motion shall be reduced to writing if requested by a Director.
 - (iv) A motion to amend can be made to a motion that is on the floor and has been seconded.
 - (v) No motion shall be received when a question is under debate except for the following:
 - (1) To lay the matter on the table;
 - (2) To call for the previous question (close debate);
 - (3) To postpone;
 - (4) To refer; or
 - (5) To amend.
 - (vi) A motion may be withdrawn by the mover at any time without the consent of the Board.
 - (vii) Amendments are voted on first, then the main motion is voted on, as amended if amendments are approved.

- (viii) A Director may have a motion which contains several elements divided, but the mover shall have the right to designate which element will be voted on first.
- (ix) A call for the previous question is intended to close the debate on the main motion; does not require a second and is not debatable.
 - (1) Debate on the main motion resumes if the motion fails.
- (x) A motion that receives a tie vote fails.
- (xi) The chair shall repeat the motion prior to a vote.
- (xii) A motion to adjourn cannot be amended.

(b) **Motion to Reconsider.** A motion to reconsider may only be made by a Director who voted on the prevailing side. Any Director may second the motion.

- (i) No motion to reconsider shall be made more than once.
- (ii) The motion to reconsider shall be made before the final adjournment of the meeting at which the Board approved the item to be reconsidered.

(c) **Non-debatable Motions.** The following motions are non-debatable:

- (i) Call for the previous question;
- (ii) Motion to adjourn (if less than a quorum is present, the meeting shall automatically be adjourned without action of the Board);
- (iii) Motion to recess;
- (iv) Motion for executive session.

3. **Debate.** The following rules shall govern the debate of any item being discussed by the Board:

(a) Every Director desiring to speak shall address the chair, and, upon recognition by the chair, shall confine him/herself to the question under debate, at all times acting and speaking in a respectful manner.

(b) A Director, once recognized, shall not be interrupted when speaking unless it is to be called to order, or as herein otherwise provided.

4. **Appeal Ruling of Chair.** If the Chair makes a ruling with which a Director disagrees, that Director may, by motion, appeal the ruling of the Chair. This motion requires a second and is debatable. If the motion passes, the ruling of the Chair is reversed.

5. **Points of Privilege and Points of Order.**

(a) **Points of Privilege.** These are points that relate to anything that would interfere with the normal comfort of the meeting. For example, the room may be too hot or too cold, a Director may be unable to hear or not have the correct information on a matter before the Board. Points of privilege do not require a second, are not debatable, do not require a vote, and are ruled upon by the Chair.

(b) **Points of Order.** These are points that relate to anything that would not be considered appropriate conduct of the meeting. For example, not following the agenda, voting on a debatable matter without calling for debate before the vote. Points of order do not require a second, are not debatable, do not require a vote, and are ruled upon by the Chair.

6. **Voting.** A majority of the Directors in attendance at a meeting at which a quorum is present voting in favor of a motion is required to approve any motion, unless a different requirement is set by these Rules of Procedure or by law. As provided by law, to convene an executive session requires the favorable vote of 2/3 of the quorum present.

(a) **Affirmative or Negative Vote Required.** A vote of yes or no (or another form of affirmative or negative declaration) shall be taken upon motions. Each Director, when present, must vote yes or no.

(b) **Abstention.**

(i) A Director may abstain from a vote if:

(1) The Director is excused by the Chair because of a conflict of interest at the introduction of the agenda item or immediately upon discovery of a legally recognized conflict of interest; or

(2) The Director is excused by the Chair as a result of the Director having insufficient information upon which to enable an informed vote as a result of an absence at a prior meeting, e.g., the Director did not attend the meeting for which meeting minutes are moved for approval.

(3) A vote of a Director excused from voting by the Chair will be recorded as “abstain.”

(ii) An unexcused Director's vote to "abstain" or other similar declaration other than "yes" or "no" shall be recorded as a "no" vote on the pending motion or matter.

(c) **No Explanation of Vote.** Directors shall not explain their vote except during discussion and deliberation prior to the calling of the vote on the question. Any attempt to explain a vote or to condition the vote immediately prior to casting the vote is out of order.

Exhibit B: Guidelines for Board Member Conduct

Our Role

The Board of Directors of the South Metro Fire Rescue Fire Protection District is committed to representing those who live, work and play in the District by supporting the mission, vision and values of the organization through excellence in leadership, policy-making, and financial stewardship.

Our Standards of Conduct

In order to succeed in our role in governance, we strive to hold ourselves as individuals and a governing body to the highest standards of ethics and conduct. The following are guidelines to help achieve that success:

1. BE AN ACTIVE BOARD MEMBER.
 - a. Board Meetings are the most important events in which we participate – it's where the Board's business gets done.
 - i. Be there.
 1. Being physically together is best.
 2. Electronic participation is allowed but not ideal.
 - ii. Be productive.
 1. Prepare for the meetings and discussions.
 - a. Read board packets, staff summary sheets, and seek helpful clarification prior to the meeting.
 - b. Attend trainings, retreats, study sessions and special board meetings to learn more about the district and help shape the future.
 - c. Stay on top of e-mails and other communications from staff and respond in a timely manner.
 2. Follow the process for proposing agenda items (action/discussion items).
 3. Participate and contribute in the proceedings.
 4. Make informed decisions, even if they're tough.
 - iii. Be constructive.
 1. Treat other board members, staff, and the public with respect.
 2. Conduct yourself with courtesy and professionalism.
 3. Listen.
 4. Be open to different viewpoints.
 5. Focus on issues, policies, and ideas and not personalities.

- 6. Avoid negative forms of interaction.
 - 7. Avoid dominating a discussion and encourage the participation of others.
 - 8. Honor the role of the Board Chair to focus discussions, encourage participation and maintain order.
 - iv. Be unified.
 - 1. Once the Board takes action all Directors should support the action and not create barriers to the implementation of such action.
 - 2. There are no minority reports in good boards.
 - b. Represent South Metro and the Board internally and externally.
 - i. Seek out and participate in opportunities to support and represent the Board and SMFR.
 - 1. Attend SMFR and community events where possible to support the organization, build relationships with our community stakeholders, and enhance SMFR's presence in the community.
 - 2. Help to enhance connectivity with the cities, counties, and service providers in and around the District.
2. LEAD & GUIDE / DON'T OPERATE.
- a. Our primary responsibility is the formulation and evaluation of policy.
 - b. Keep discussions and decisions at the appropriate policy level; avoid the minutia where not helpful or appropriate.
 - c. The Board has delegated to the Fire Chief the authority and responsibility to oversee and manage all business and affairs of the District, including all authority and responsibility typically associated with a chief executive, administrative, and operational officer. Individual Directors shall not involve themselves in the personnel, operation, maintenance, management, administration, and provision of facilities, improvements, equipment, and services unless requested by the Fire Chief or authorized by the Board of Directors.
 - d. Maintain appropriate Board/staff interactions.
 - i. Follow the chain of command.
 - 1. Work with the Fire Chief or designee to determine the best way to communicate with staff, visit facilities, observe operations, etc.
 - 2. Express any concerns with staff to the Fire Chief.
 - ii. Avoid providing direction or requesting extensive information from staff when not authorized by the whole board or a committee of the board.
 - iii. Avoid last-minute requests from staff.

- iv. Be professional and respectful to staff and expect the same in return.
- v. Non-election-related interactions with Union (Local 2086) representatives should follow the same coordination through the Fire Chief as any other staff interactions.
- e. Any media interactions should be coordinated with the Fire Chief whenever possible. Board members should refer to the Board reference documents for Communications and Social Media policies.

3. BE TRUSTWORTHY.

- a. We serve in a position of trust and have a responsibility to use public resources prudently.
- b. Avoid conflicts of interest.
 - i. No self-dealing or business with SMFR by a Board member.
 - ii. Provide at least annual disclosures of involvement with other organizations, vendors, or other associations that might be reasonably seen as representing a conflict of interest.
 - iii. Withdraw from deliberation and voting on any matter where a conflict exists.
 - iv. Do not use position to obtain employment, advantages or favors for yourself, family members, or close associates.
- c. Conduct personal affairs in such a manner that we cannot be improperly influenced in the performance of our duties.
- d. Comply with SMFR’s “Ethics and Standards of Conduct” and “Firefighter Code of Ethics” Policies.
- e. Be transparent and open with information-sharing and decision-making while respecting and maintaining confidentiality where required.

Breach of Standards of Conduct

While the Board as a body cannot exercise authority over individual Board members, the Board can take steps to attempt to align conduct with the principles and values stated in these bylaws. These include, but are not limited to:

- 1. Hold the Fire Chief accountable to ensure the Fire Chief and staff are providing the appropriate response to Board members’ individual comments, opinions, direction, or instructions.
- 2. The Board, either privately through the Board Chair or as a whole during a Board meeting, may re-iterate the expectations of Board members and attempt to provide guidance that will correct improper behaviors of individual members.

3. The Board may publicly reprimand or censure an individual or group of Board members or enact other forms of sanctions as deemed appropriate by the Board.
4. The Board may direct an investigation of individual or group behavior to ensure laws have not been violated.

Acknowledgement of Receipt and Review of District Bylaws

I, _____, acknowledge that I have received and reviewed the South Metro Fire Rescue Fire Protection District November 10, 2025 Restated Bylaws and the attached Rules of Procedure and the Guidelines for Board Member Conduct, as required by Section 17 of the Bylaws.

Date: _____ Signature: _____

SOUTH METRO FIRE RESCUE ~~FIRE PROTECTION DISTRICT~~

~~SEPTEMBER 1, 2023 RESTATED~~ FIRE PROTECTION DISTRICT

NOVEMBER 10, 2025 RESTATED BYLAWS

SECTION 1. ~~**SECTION 1. AUTHORITY. AUTHORITY.**~~ South Metro Fire Rescue Fire Protection District (the "~~“District”~~") is a governmental subdivision of the State of Colorado and a body corporate with those powers of a public or quasi municipal corporation which are specifically authorized by, and in compliance with, Section 32-1-101 *et seq.*, C.R.S. ~~The District was created by court order and is located in Douglas, Arapahoe and Jefferson Counties.~~

SECTION 2. ~~**SECTION 2. PURPOSE. PURPOSE.**~~ It is hereby declared that the Bylaws hereinafter set forth will serve a public purpose.

~~**SECTION 3.**~~ ~~**PHILOSOPHY OF THE BOARD OF THE BOARD.**~~ It shall be the **SECTION 3.** philosophy of the Board of Directors (~~“Board”~~) of the District, consistent with the availability of revenues, personnel and equipment, to use its best efforts to provide the quality services as authorized under the District Service Plan or by law.

SECTION 4. ~~**SECTION 4. BOARD OF DIRECTORS. BOARD OF DIRECTORS.**~~ Unless specifically required by law to be performed by the Board or otherwise delegated by the Board, all powers, privileges and duties vested in, or imposed upon, the District by law and as set forth herein shall be exercised and performed by the Fire Chief and District staff under the supervision of the Fire Chief, and with the assistance of District legal counsel, under the ultimate supervision of the Board, whether set forth specifically or impliedly in these Bylaws. ~~The Board may delegate to officers, employees, and agents of the District any or all administrative, ministerial, and operational powers.~~

Without restricting the general powers conferred by these Bylaws, it is hereby expressly declared that the Board shall have the following powers and duties:

- a. ~~_____~~ To appoint, hire, supervise, terminate, remove or suspend the Fire Chief and District legal counsel. ~~The Board hereby confers upon the Fire Chief the power to appoint, hire, supervise, terminate, remove or suspend~~

employees or agents upon such terms and conditions as may seem fair and just and in the best interests of the District.

- b.** ———To delegate by resolution to the Fire Chief and other management personnel who may make purchases of real and personal property, goods and services, and who may sign receipts, endorsements, checks, contracts, releases and other official documents on behalf of District.

- c. ———To create standing or special committees and to delegate such power and authority thereto as the Board deems necessary and proper for the performance of such ~~committee's~~committee's functions and obligations. The following standing committees have been created by the Board:
1. Audit and Finance Committee;
 2. Conflicted Matters Committee;
 3. Bylaws Committee;
 4. Fire Chief Performance Committee;
 5. Salary and Benefits Board Oversight Committee; and
 6. Community Outreach Committee.
- d. To prepare or cause to be prepared financial reports covering each ~~year's~~year's fiscal activities; and such reports shall be available for inspection by the public, as required by law.

~~—————~~SECTIONS. OFFICE.

SECTION 5. ———OFFICE.

- a. **Business Office.** The principal business office of the District shall be at 9195 East Mineral Avenue, Centennial, Colorado 80112, until otherwise designated by the Board.
- b. ———**Establishing Other Offices and Relocation.** The Board, by resolution, may from time to time, designate, locate and relocate its executive and business office and such other offices as, in its judgment, are necessary to conduct the business of the District.

~~—————~~SECTION 6. MEETINGS.

SECTION 6. ———MEETINGS.

- a. **Regular Meetings.** Regular meetings of the Board shall be conducted at the dates and times designated by Resolution of the Board at its first regular meeting of each year. When necessary and in its discretion, the Board may by motion change the time and date of regular Board meetings.

b. ~~_____~~ **Special Meetings.** Special meetings of the Board may be called by the Chair or any two (2) Directors.

e. ~~_____~~ **Meeting Public.** All meetings of the Board, other than executive sessions, shall be open to the public. Meetings include any and all sessions of the Board, at which a quorum of the Board (4 is a quorum if a full Board is in office) or three (3) or more Directors, whichever is less, are expected to be

- c.** _____ in attendance for discussion of District business, either in person, telephonically, or electronically. Social gatherings at which no business of the District will be discussed are not considered meetings of the Board that are open to the public or for which notice is required.
- d.** _____ **Board Member Notice.** Section 6.a. and the annual Resolution designating regular meeting dates and times shall constitute formal notice of regular meetings to Directors, and no other notice shall be required to be given to the Board. Notice of special meetings shall be provided to Directors by email, telephone, or mail not less than twenty-four (24) hours in advance. Notice of multiple special meetings may be given by a single notice. Attendance by a Director at a regular or special meeting shall be deemed a waiver by the Director of the notice requirements of this subsection d.
- e.** _____ **Public Notice.** Public notice and an agenda for all meetings shall be posted not less than twenty-four (24) hours in advance as set forth in the Colorado Open Meetings Law. The ~~District's~~District's webpage is designated for the posting of such notice pursuant to Section 24-6-401, C.R.S.
- f.** _____ **No Informal Action by Directors/Executive Sessions.** All official business of the Board shall be conducted at regular or special meetings. Executive sessions may be called at regular or special meetings, and conducted according to the following guidelines:
- 1.** _____ **Calling the Executive Session.** The topic for discussion in the executive session shall be announced in a motion, and the specific statute that authorizes the executive session shall be cited. The matter to be discussed shall be described in as much detail as possible without compromising the purpose of being in executive session. An affirmative vote of two-thirds (2/3) of the quorum in attendance shall be required to go into executive session.
 - 2.** _____ **Conducting the Executive Session.** No adoption of any proposed policy, position, resolution, rule, regulation, or formal action shall take place in an executive session. The discussion in executive session shall be limited to the reasons for which the executive session was called. An electronic recording of the actual contents of the discussion in the executive session shall be kept. No electronic recording or other record is necessary to be kept for any portions of the discussion which the ~~District's~~District's attorney reasonably believes constitute attorney-client privileged communication. The attorney shall state on the electronic record when any portion of the executive

2. ~~_____~~ session is not recorded as an attorney-client privileged communication or sign a statement to the same effect.

3. ~~_____~~ Records of Executive Sessions. The electronic record of any executive session shall be retained by the District for ninety (90) days from the date of the executive session and then destroyed. Electronic recordings of the executive session, or transcripts or other reproduction of the same, shall not be released to the general public for review under any circumstances, except as required by law.

g. ~~_____~~ Adjournment and Continuance of Meetings. When a regular or special meeting is for any reason continued to another time and place, notice need not be given of the continued meeting if the time and place of such meeting are announced at the meeting at which the continuance is taken. At the continued meeting, any business may be transacted which could have been transacted at the original meeting.

h. ~~_____~~ Emergency Meetings. Notwithstanding any other provisions in this Section 6, emergency meetings may be called, without notice if notice is not practicable, by the Chair, Vice Chair or any two (2) Directors in the event of a declared emergency that requires the immediate action of the Board in order to protect the public health, safety, welfare or property of the owners, residents and visitors of the District. If possible, notice of such emergency meeting shall be given to the Directors by telephone, email, or whatever other means are reasonable to meet the circumstances of the emergency. At such emergency meeting, any action within the power of the Board that is necessary for the immediate protection of the public health, safety, welfare or property of the owners, residents and visitors of the District may be taken; provided, however, that any action taken at an

h. ~~_____~~ emergency meeting shall be effective only until the first to occur of (a) the next regular meeting, or (b) the next special meeting of the Board at which the emergency issue is on the public notice of the meeting. At such subsequent meeting, the Board may ratify any emergency action taken. If any emergency action taken is not ratified, it shall be deemed rescinded as of the date of such subsequent meeting, although the validity and effectiveness of the emergency action during its effective time shall not be invalidated. A declared emergency for purposes of this subsection h. is an emergency within the District that has been declared by county or municipal government, the State of Colorado, the United States government, of any department or agency thereof, or the Chair, Vice Chair, or any two (2) Directors of the Board.

i. ~~_____~~ Email Meetings. ~~_____~~ Section 24-6-402, C.R.S., requires that certain email correspondence between three (3) Directors (or, when two (2) Directors

i. constitute a quorum, two (2) Directors), if said email correspondence discusses pending resolutions or other District business shall be considered a public meeting subject to the requirements of the Colorado Open Meetings Law.

j. ~~_____~~ **Attendance at Meetings.** It is the ~~Board's~~ **Board's** expectation that Directors will attend in person not less than seventy five percent (75%) of Board meetings. ~~Section 24-6-402(1)(6b)~~, C.R.S. defines a meeting as ~~"~~"Any kind of gathering to discuss public business, in person, by telephone, electronically, or by other means of communication."~~"~~ Although electronic participation in Board meetings as a frequent or regular course is not acceptable, Directors may periodically attend meetings by telephone (or other electronic means), so long as they are able to reasonably receive the comments from the audience and any comments and discussion among other Directors and staff, and they are able to participate in the discussion.

~~_____~~ **SECTION 7. CONDUCT OF BUSINESS.**

1. ~~_____~~ **Absence from Meetings.** Directors who will be absent from a meeting shall notify the Chair prior to the meeting or as soon as possible following the meeting if the absence was due to unforeseen events. The Chair will determine if the absence is excused or unexcused in accordance with subsection a) and b) below, and the Chair shall announce that determination during the meeting's roll call; however, a majority of the Directors present may overturn the Chair's determination. The determination of whether an absence is excused or unexcused shall be entered upon the minutes, which shall become final when the minutes are approved by the Board. Prior to approval of the minutes, the Board may consider additional information provided by the absent Director that is relevant to the determination of whether the absence should be excused or unexcused and, by a majority vote, the Directors may change such determination.

a) **Excused Absence.** An absence shall generally be excused for a planned absence with proper notification (e.g., vacation, religious observance), or circumstances beyond a Director's control (e.g., temporary mental or physical disability or illness, accident, family emergency, jury duty, military leave, professional obligation).

- b) Unexcused Absence. An absence shall generally be unexcused for absences without notification or for a reason other than as provided in subsection a) above.

SECTION 7. CONDUCT OF BUSINESS.

- a. **Board Meeting Rules of Procedure.** Meetings of the Board of Directors shall comply with the South Metro Fire Rescue Fire Protection District Board Meeting Rules of Procedure attached hereto as Exhibit A.
- b. **Quorum.** All official business of the Board shall be transacted at a regular or special meeting at which a quorum (majority) of the Directors are in attendance in person, telephonically, or electronically, except as provided in Section 6.h. above.
- c. ~~_____~~ **Official Actions.** All official actions of the Board shall be taken following a motion and an affirmative vote of a majority of Board members. The Board shall, by written resolution, take and document all actions intended to have a permanent or continuing effect, such as adoption of continuing policies, all actions required by state statute to be taken by resolution, and all actions deemed appropriate by the Board to be documented by resolution. Resolutions shall state the basis and context for the action being taken. All resolutions shall be indexed and kept with the minutes of the meetings of the Board. Motions and resolutions taking Board action may delegate authority to staff to take necessary actions and create more detailed policies and procedures to carry out the Board actions.
- d. ~~_____~~ **Vote Requirements.** Any action of the Board shall require the affirmative vote of a majority of the Directors in attendance and voting at a meeting properly called and at which a quorum is in attendance, except that to convene an executive session of the Board, a two-thirds (2/3) affirmative vote is required, and approval of amendments to these Bylaws shall be as set forth herein.

~~vote is required, and approval of amendments to these Bylaws shall be as set forth herein.~~

- e. ~~_____~~ **Electronic Signatures.** In the event the signature(s) of one (1) or more Directors or appointed signatories are required to execute a written document, contract, note, bond, deed, and/or other official papers of the District, and the appropriate individual(s) is unable to be physically present to sign said documentation, such individual or individuals are authorized to execute the documentation electronically via facsimile or email signature, unless said documentation provides otherwise. Any electronic signature so affixed to a document shall carry the full legal force and effect of any original, handwritten signature. Except as approved herein, this provision of these Bylaws shall not be interpreted as establishing the ~~District's~~District's consent or authorization to bind District to any transaction by the use of electronic records or electronic means. This provision is made pursuant to Article 71.3 of Title 24, C.R.S., also known as the Uniform Electronic Transactions Act.
- f. ~~_____~~ **Setting Meeting Agendas.** Agendas for Board meetings will be set by the Fire Chief or his/her designee in consultation with the Board Chair. The Board Chair or any two (2) Directors may require a matter be placed on a meeting agenda by written request provided to the Secretary and the Fire Chief. Agenda items added with little advanced notice to staff shall be tabled, if necessary, to allow a reasonable time to provide necessary support or briefing for the Board.
- g. ~~_____~~ **Order of Business.** The business of all regular meetings of the Board shall be transacted generally in the following order, and as approved by the Board from time to time, and the agenda for such meetings shall describe in as much detail as is possible the topics within each category:
1. Meeting Call to Order;
 2. Pledge of Allegiance;
 3. Roll Call ~~and Approval~~(Roll Call will include an acknowledgement of any ~~Excused Absences;~~excused or unexcused absences.);
 4. Approve the Agenda;
 - ~~5. Conflict of Interest Disclosure;~~

~~5.6.~~ Public Comment;

~~6.7.~~ Consent Agenda;

~~7.8.~~ Action Items (Action Items are intended for matters for which Board action is proposed.);

~~8.9.~~ _____ Discussion/Potential Action Items (Discussion/Potential Action Items are intended for matters which need Board and staff discussion to obtain direction for future action or inaction or to develop the Discussion/Potential Action Item for future consideration as an Action Item. No action can be taken on a Discussion/Potential Action Item, unless the agenda clearly indicates that the board has the discretion to take action on a Discussion/Potential Action Item. An affirmative vote of two-thirds (2/3) of the quorum in attendance shall be required to change the Discussion/Potential Action Item to Action.);

~~9.10.~~ _____ Information Items (Information Items are limited to briefings by staff or Directors on matters with no action to be taken, other than to schedule it again as an Information Item, a Discussion/Potential Action Item, or an Action Item for a future meeting.);

~~10.11.~~ _____ Executive Session (State Statutes specify the allowable matters that may be considered in an Executive Session. An Executive Session may be convened to discuss any agenda item involving a matter that is allowed by State Statute to be discussed in Executive Session regardless of whether an Executive Session is expressly identified on the agenda for that topic. No action may be taken during an Executive Session.);

~~11.12.~~ Next Meeting; and

~~12.13.~~ Adjournment.

h. _____ **Meeting Packets.** The Fire Chief shall be responsible for seeing that packets for regular Board meetings are generally provided or available to Board members at least 96 hours before a regularly-scheduled Board meeting or as soon as possible prior to an ad-hoc Board meeting.

i. _____ **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. Public comments shall be limited to three (3) minutes per individual and five (5) minutes per group spokesperson unless additional opportunity is given at the ~~Board's~~Board's discretion. _____ Each member of the public wishing to speak may be asked to fill out a form

indicating name, address, topic or agenda item to be addressed.
Disorderly conduct, harassment, or obstruction of or interference with meetings by physical action, verbal utterance, nuisance or any other means are hereby prohibited and constitute a violation of District rules. Such conduct may result in removal of person(s) responsible for such behavior from the meeting and/or

i. criminal charges filed against such person(s). To the extent such occurrences arise and the person(s) responsible refuses to leave the premises, law enforcement authorities will be summoned. Prosecution will be pursued under all applicable laws, including without limitation Sections 18-9-108, C.R.S. (disrupting lawful assembly), 18-9-110, C.R.S. (public buildings - trespass, interference), and/or 18-9-117, C.R.S. (unlawful conduct on public property). Law enforcement may be requested to attend meetings at any time in which the Board believes their presence will assist in keeping peace and conducting public business. 9-1-1 will be called at any time that the Board or staff feels threatened or endangered.

j. **Minutes.** Within a reasonable time after approval, all resolutions, motions and minutes of Board meetings shall be recorded in a visual text format that may be transmitted electronically and kept for that purpose, and shall be attested by the Recording Secretary. Minutes of regular and special meetings shall be available for public review as soon as practicable following approval by the Board. Upon approval by the Board, such

i. records shall be the official record of the Board meetings. Executive sessions shall be electronically recorded on audio tape or other electronic media, and such electronic recording or reproduction of the same shall be kept separate from minutes of regular sessions as described in Section 6.f of these Bylaws and shall not be open to the public except as required by law. Draft minutes are considered work product under the Colorado Open Records Act and are not available to the public until discussed by the Board in a public meeting or otherwise made public.

SECTION 8. ~~**SECTION 8. POLICIES OF THE BOARD.**~~

a. **Policies Enacted by Board.** The Board is a policy-making body and will adopt such policies by motion and resolution. Such policies may include, but not be limited to, bylaws, budgets, investments, funding strategies, reserves, fees and collections, fire code adoption, contracts and agreements, property disposal, records management, strategic plans, delegations, or other policies not delegated to staff. Unless otherwise directed, Board policies will be adopted by resolution. The resolution shall also state the content and duration of the policy and the frequency for it to be reviewed by the Board.

b. **Compliance with District Policies.** Directors shall comply with District Policies

that are specifically applicable to the Board and its Directors, and also those that apply to District personnel to the extent the subject matter also extends to matters applicable to District Directors. Such policies include, but are not limited to, policies associated with conflicts of interest, sexual harassment, and use of technology and computing devices. District

- b.** Directors shall participate in training and educational sessions called for in any such policies. The Fire Chief shall be responsible for coordinating with the Board for the scheduling of any such training or educational sessions, though it is the responsibility of individual Directors to attend such ~~sessions~~.
- e.** ~~Use of District Technology Systems~~. To allow efficiency in meeting public records requests and complying with requirements under the Colorado Open Records Act and the Open Meetings Law, Directors shall only use District technology systems for electronic communications that discuss District matters. In addition to communications, copies of all documents that discuss the public business of the District shall be stored on the District technology system. Directors that do not use the ~~District's~~ technology systems for communicating regarding the public business of the District or to retain public records are subject to the potential that their personal devices and document storage systems may be ordered by a Court to be seized and reviewed. Directors shall abide by the ~~District's~~ policies on use of technology and electronic mail, including Policies and Procedures **c.** 3.3.3 regarding Acceptable Use Policy and 3.3.7 regarding Mobile Device Policy, and Board Resolutions No. 2009-07 Adopting an Electronic Mail Policy and No. 2009-10 Amending the ~~Authority's~~ Electronic Mail Policy.
- d.** **Board Member Standards of Conduct.** In carrying out their responsibilities and representing the District, Board members shall comply with the Standards and Guidelines for Board Member Conduct attached hereto as Exhibit B.

~~SECTION 9. DIRECTORS, OFFICERS AND PERSONNEL.~~

SECTION 9. DIRECTORS, OFFICERS AND PERSONNEL.

- a.** **Director Qualifications and Terms.** Directors shall be eligible electors of the Director district for which they are elected or appointed. The term of each Director shall be determined by relevant statutory provisions with regular elections held in odd numbered years, and conducted in the manner prescribed by Articles 1 through 13.5, Title 1, and Part 8, Article 1, Title ~~32, C.R.S.~~
- ~~32, C.R.S.~~
- b.** **Faithful Performance Bonds.** The Fire Chief shall see that for each Director there is furnished, at the expense of the District, an individual, schedule or blanket surety bond or crime insurance in the sum of not less than one thousand dollars (\$1,000) each, conditioned on the faithful performance of the duties of his/her office. In

addition, Fire Chief shall see that for the Treasurer there is furnished, at the expense of the District, a corporate fidelity bond or crime insurance in a sum of not less than five

b. ~~_____~~ thousand dollars (\$5,000), conditioned upon the faithful performance of the duties of his/her office.

c. ~~_____~~ **Director's Director's Performance of Duties.** A Director of the District shall perform all duties of a Director, including duties as a member of any committee of the Board upon which the Director may serve, in good faith, in a manner which the Director reasonably believes to be in the best interests of District, and with such care as an ordinarily prudent person in a like position would use under similar circumstances. In performing the ~~Director's~~Director's duties, the Director shall be entitled to rely upon information, opinions, reports, or statements, including financial statements and other financial data, in each case prepared or presented by persons and groups listed in subparagraphs 1, 2 and 3 of this subsection c. The Director shall not be considered to be acting in good faith if he/she has knowledge concerning the matter in question that would cause such reliance to be unwarranted, and does not disclose such knowledge in a manner to call into question the information otherwise being relied upon. A person who in good faith performs the ~~Director's~~Director's duties shall not have any liability by reason of being or having been a Director of the District. Those programs and groups upon whose information, opinions, reports, and statements a Director is entitled to rely upon are:

1. ~~_____~~ One (1) or more officers or employees of the District whom the Director reasonably believes to be reliable and competent in the matters presented;
2. Legal counsel, public accountants, or other persons as to matters which the Director reasonably believes to be within such ~~persons'~~persons' professional knowledge or expertise; and
3. ~~_____~~ A committee of the Board upon which the Director does not serve, duly designated in accordance with the provisions of the Bylaws, as to matters within the ~~committee's~~committee's designated authority, which committee the Director reasonably believes to merit confidence.

d. ~~_____~~ **Oath of Office.** Each Director, before assuming the responsibilities of his/her office, shall take and subscribe an oath of office in the form prescribed by law.

e. ~~_____~~ **Election of Officers.** The Board shall elect from its membership a Chair/President, Vice ~~Chair~~NiceChair/Vice President, Secretary, and Treasurer. The Board may,

from time to time, appoint an acting officer in the absence⁷ of any individual officer.
The election of the officers shall be conducted at the first regular meeting of the
Board following each regular special district

e. _____ election, and at such times as deemed appropriate by the Board. Each officer so elected shall serve for a term of office until the first regular meeting of the Board following the next regular special district election, or as otherwise directed by the Board. Any officer may be removed by the Board, with or without cause, whenever in its judgment the best interests of the District will be served thereby. Under any circumstance, the term of a Board Officer shall continue until the election of his/her successor.

f. Vacancies. A Board ~~member's~~member's office is vacant upon:

1. Failure to meet qualifications;
2. Failure to satisfy oath and bond requirements;
3. Written resignation;
4. Failure to remain qualified for office;
5. Conviction of a felony;
6. Removal from office or voidance of election by court;
7. _____ Failure to attend four (4) consecutive, regular Board meetings where the absences have been entered into the meeting minutes as unexcused. ~~Absences shall be excused for temporary mental or physical disability or illness and such minutes have been approved by a majority vote of the Board;~~ or
8. Death.

g. _____ Filling Vacancies. Any vacancy occurring on the Board shall be filled by an affirmative vote of a majority of the remaining Directors, as prescribed by law, with the appointee to serve until the next regular District election, as prescribed by statute. The appointed individual must meet the statutorily prescribed qualifications for Directors and shall serve until the next regular election. The process for filling a vacancy shall be in accordance with statutes and the procedures listed below. A majority of the Board can determine to fill a vacancy in an alternative manner based on specific circumstances.

1. _____ Advertisement: The vacancy, qualification, and selection process will be advertised in appropriate newsletters, e-mail distribution lists, social media, or other methods used by the District or in cooperation with other community resources. The

vacancy will be advertised for three (3) weeks after the regular or special board meeting announcing the beginning of the appointment process.

2. Applications: Interested candidates will submit a letter of interest, resume, and sufficient information to confirm eligibility to be appointed to the vacancy in the particular director district.
 3. ———Candidate Introductions: At the next regular or special meeting at least four (4) weeks after the beginning of the appointment process, the board will provide an opportunity for the candidates to introduce themselves, review their background, and express their interest in being appointed to the vacancy. The Board may ask follow-up questions if desired.
 4. ———Selection: The Board will conduct a vote and appoint the candidate who receives a majority of the vote. If there are more than two (2) candidates and no candidate receives a majority, voting will continue until there are only two (2) candidates remaining. Once two (2) candidates remain, a final vote will be conducted and if that vote results in a tie, the agenda item to fill the vacancy will be tabled.
- h. ———Resignation and Removal.** Directors may be removed from office only by recall as prescribed by statute. Any Director may resign at any time by giving written notice to the Board, and acceptance of such resignation shall not be necessary to make it effective, unless the notice so provides.
- i. ———Chair and President.** The Chair shall preside at all meetings. The Chair shall also be the President of the District. The President is authorized to sign all legal instruments on behalf of the District. The President will act as a liaison to the Board, Fire Chief, and staff and may provide feedback on upcoming board meeting topics, assist with strategy on agenda items or navigating discussions.
- j. ———Vice Chair and Vice President.** The Vice Chair shall be a member of the Board of Directors and, in the absence of the Chair or in the event of his or her inability or refusal to act, shall perform the duties of the Chair, and when so acting, shall have all the powers of and be subject to all restrictions upon the Chair.
- k. ———Secretary.** The Secretary shall be a member of the Board of Directors and shall maintain or, through the Fire Chief, cause to be maintained the official records of the District, including the by-laws, rules and regulations established by the Board of Directors, minutes of the meetings of the Board of Directors, and a register of the names and addresses of the Directors and officers, and shall issue notice of

meetings, and attest and affix the corporate seal to all official documents of the District. A separate Recording Secretary and records custodian may be appointed by the Board

- k.** _____ under the supervision of the Secretary and the Fire Chief to assist with carrying out the duties of the office of Secretary.
- l.** ~~l.~~ **Treasurer.** The Treasurer shall be a member of the Board of Directors, and shall be chair of the Audit Committee. The Treasurer shall keep or, through the Fire Chief, cause to be kept, strict and accurate accounts of all money received by and disbursed for and on behalf of the District. The accounting function shall be provided by District personnel or independent contractor under the supervision of the Fire Chief and Treasurer, and shall be reviewed at least quarterly by the Board of Directors. The Treasurer shall have such other financial duties and authorities as specified by the Board.
- m.** _____ **Recording Secretary.** The Board shall have the authority to appoint a Recording Secretary who need not be a member of the Board of Directors. The Recording Secretary shall be responsible for assisting with carrying out the duties of the office of Secretary, under the supervision of the Fire Chief and the Secretary. The Board hereby appoints the Fire ~~Chiefs~~ Chief's Executive Assistant as the Recording Secretary.
- n.** **Designated Election Official.** Unless otherwise designated by resolution calling for an election, the Fire ~~Chiefs~~ Chief's Executive Assistant is hereby appointed the designated election official for all District elections.
- o.** _____ **Additional Duties.** The officers of the Board shall perform such other duties and functions as may from time to time be required by the Board, these Bylaws or the rules and regulations of the District, by law, or by special exigencies, which shall later be ratified by the Board.
- p.** _____ **Fire Chief.** The Fire Chief shall be an employee of the District. Subject to the appointment, employment, termination and supervision of the Board of Directors, the Fire Chief shall have all powers and authorities provided for a fire chief under § 32-1-1002, C.R.S., and any other applicable state or federal law, and shall oversee and manage all business and affairs of the District, including the operation, maintenance, management, administration, and provision of all facilities, improvements, equipment, services and personnel, in the manner typically associated with a fire and emergency rescue agency for which the fire chief has been delegated authority by the governing body to manage all aspects of the agency, including the authority associated with a chief executive, administrative, and operational officer. Upon his or her absence from the District or other circumstances that in the determination of the Fire Chief impair or prevent the Fire Chief from actively performing the duties of Fire Chief, the Fire

- ~~p.~~ Chief shall appoint another qualified staff member to serve as Acting Fire Chief until such time as the Fire Chief can resume the duties of Fire Chief.
- ~~q.~~ Emergency Appointment of Fire Chief. Upon an unplanned vacancy of the fire chief position and prior to a formal recruitment and hiring process, the Board may appoint another staff member to temporarily fill the position.
- ~~r.~~ Personnel Selection. The selection of employees, volunteers, engineers, accountants, agents, contractors, special consultants and attorneys of the District will be based upon the relative qualifications and capabilities of the applicants and shall not be based upon political services or affiliations.

~~SECTION 10. FINANCIAL ADMINISTRATION.~~

SECTION 10. FINANCIAL ADMINISTRATION.

- a. Fiscal Year. The fiscal year of the District shall commence on January 1 of each year and end on December 31.
- b. Budget. On or before October 15th of each year, the Fire Chief shall have prepared and submitted to the Board a proposed budget for the ensuing fiscal year. Such proposed budget shall be accompanied by a statement which shall describe the important features of the budget plan and by a general summary wherein shall be set forth the aggregate features of the budget in such manner as to show the balanced relations between the total proposed expenditures and the total anticipated income or other means of financing the proposed budget for the ensuing fiscal year, as contrasted with the corresponding figures for the last completed fiscal year and the current fiscal year. The proposed budget shall be supported by explanatory schedules or statements classifying the expenditures contained therein by services, subjects and funds. The anticipated income of the District shall be classified according to the nature of receipts.
- c. Notice of Budget. Upon the ~~Board's~~Board's receipt of the proposed budget, the Fire Chief, District Finance Officer, or District legal counsel shall cause to be posted or published in substantial compliance with law, a notice that the proposed budget is open for inspection by the public at the ~~District's~~District's business office; that the Board will consider the adoption of the proposed budget at a public hearing on a certain date; and that any interested elector may inspect the proposed

budget and file or register any objections thereto at any time prior to its final adoption.

- ~~d.~~ **Adoption of Budget.** On the day set for consideration of the proposed budget, the Board shall review the proposed budget and revise, alter, increase or decrease expenditures and revenues as it deems necessary in

d. view of the needs of the District and the probable income of the District. The Board shall adopt a budget by resolution, either immediately following the budget hearing or at a later date. The budget shall set forth the expenditures to be made in the ensuing fiscal year and shall provide for sufficient revenues.

e. Levy and Collection of Taxes. On or before December 15th of each year, the Board shall approve by resolution and the Fire Chief, District Finance Officer, or District legal counsel shall cause to be certified to the Board of County Commissioners of Douglas, Arapahoe and Jefferson Counties the mill levy rate established for the ensuing fiscal year, in order that, at the time and in the manner required by law for the levying of taxes, such Commissioners shall levy such tax upon the assessed valuation of all taxable property within District. The mill levy rate shall not be increased above that for the prior year, except for Board approved levies for abatements and refunds, without prior voter approval, and as set forth in applicable constitutional and statutory provision.

f. Filing of Budget. On or before January 30th of each year, the Fire Chief, District Finance Officer, or District legal counsel shall cause a certified copy of such budget to be filed with the Division of Local Government in the Colorado Department of Local Affairs.

g. Appropriating Resolution.

2.1. At the time of adoption of the budget, the Board shall, within the same or separate resolution, appropriate funds for expenditure in the ensuing fiscal year. The amounts appropriated shall not exceed the expenditures fixed in the adopted budget.

3.2. The income of the District, as estimated in the budget and as provided for in the resolution setting the ~~District's~~District's property tax mill levy rate, shall be allocated in the amounts and according to the funds specified in the budget for the purpose of meeting the expenditures authorized by the appropriation resolution.

g.h. No Contract to Exceed Appropriation. The District shall have no authority to enter into any contract, or otherwise bind or obligate the District to any liability for payment of money for any purposes, for which provision is not made in an appropriation resolution, including any legally authorized amendment thereto, in excess of the amounts of such appropriation for that fiscal year. Any contract, verbal or written, contrary

to the terms of this Section shall be void from its inception, and no District funds shall be expended in payment of such contracts.

4.i. Contingencies.

~~2.1.~~ _____ In cases of emergency which could not reasonably have been foreseen at the time of the adoption of the budget, the Board may authorize the expenditure of funds in excess of appropriations, by resolution duly adopted by a majority vote of the Board. Such resolution shall set forth in full the facts concerning the emergency and shall be included in the minutes of such meeting.

~~3.2.~~ _____ A copy of the resolution authorizing additional expenditures shall be filed with the Division of Local Government in the Colorado Department of Local Affairs and shall be published in compliance with statutory requirements.

4.j. Payment of Contingencies.

~~5.1.~~ _____ If there is unexpended or uncommitted money in funds other than those to which the emergency relates, the Board shall, by resolution amending the budget, transfer such available money to the fund from which the emergency expenditure is to be paid. Transfers between accounts within the same budgeted and appropriated fund may be made by the Fire Chief without Board approval or budget amendment.

~~6.2.~~ _____ To the extent that transferable funds are insufficient to meet the emergency appropriation, the Board may borrow money as set forth in Section 29-1-112, C.R.S. or through any other lawful and approved method.

7.k. Annual Audit.

~~8.~~ _____ The Fire Chief, on behalf of the Board, shall cause an annual audit to be made at the end of each fiscal year of all financial affairs of the District through December ~~31~~st of such fiscal year and submitted to the Board. The audit report shall be submitted to the Board within six (6) months of the close of the fiscal year or as otherwise provided by law. The audit shall be conducted in accordance with generally accepted auditing standards by a registered or certified public accountant, who has not maintained the books, records and accounts of District during the fiscal year. The auditor shall prepare, and certify as to its accuracy, an audit report, including financial statements that are representations of the District setting forth the financial position and results for each fund and activity of the District and a comparison of actual figures with budgeted figures for

1. each fund or activity for which a budget has been prepared, an unqualified opinion or qualified opinion with explanations, and a full disclosure of any violation of Colorado law.

9.2. ——— There shall be a permanent Audit Committee composed of the Treasurer and Board Chair or such other Director appointed by the Board Chair. The Audit Committee shall be responsible for recommendations to the Board regarding the appointment, compensation, retention, and oversight of the work of an independent certified public accountant engaged to prepare the audit report or perform other audit, review or attest services for the District. The Audit Committee may, as necessary and to the extent of its ability, provide independent review and oversight of the ~~District's~~District's financial reporting processes, internal controls and independent auditors. All auditors thus engaged shall report directly to the Audit Committee. The auditor shall present the draft audit to the Board and request authorization from the Board to finalize and file the audit.

10.3. ——— A copy of the audit report shall be maintained by the District as a public record for public inspection at all reasonable times.

11.4. A copy of the audit report shall be forwarded to the State Auditor within thirty days after the Board receives it.

~~SECTION 11. SECTION 11. CORPORATE SEAL. CORPORATE SEAL.~~ The seal of the District shall be a circle containing the name of the District and shall be used on all documents and in such manner as seals generally are used by public and private corporations. The Recording Secretary shall keep, or cause to be kept, the seal and shall be responsible for its safekeeping and care.

~~SECTION 12. DISCLOSURE OF CONFLICT OF INTEREST. A~~

SECTION 12. DISCLOSURE OF CONFLICT OF INTEREST. A potential conflict of interest of any Director shall be disclosed in accordance with State law, particularly Article 18 of Title 24, C.R.S., and Sections 32-~~11~~-902(3)(b) and 18-8-308, C.R.S.

~~SECTION 13. SECTION 13. COMPENSATION. COMPENSATION.~~ Each Director shall receive the maximum compensation authorized by statute for attending regular board meetings, special board meetings, or board study sessions, unless otherwise

determined by the Board. No Director shall receive compensation as an employee of the District other than as provided in this section. Directors shall also be reimbursed for their actual and reasonable expenses incurred on behalf of the District, as approved by the Board.

~~SECTION 14. INDEMNIFICATION OF DIRECTORS AND~~

~~SECTION 14. EMPLOYEES. INDEMNIFICATION OF DIRECTORS AND EMPLOYEES.~~ The District shall defend, hold harmless and indemnify any Director, officer, agent, or employee, whether elective or appointive, against any tort or liability, claim or demand, without limitation, arising out of any alleged act or omission occurring during the performance of official duty, as more fully defined by law or by an indemnification resolution, if any. The provisions of this Section shall be supplemental and subject to and, to the extent of any inconsistency therewith, shall be modified by the provisions of the Colorado Governmental Immunity Act, 24-10-101, *et seq.*, C.R.S.

~~SECTION 15. BIDDING AND CONTRACTING PROCEDURES. The~~

~~BIDDING AND CONTRACTING PROCEDURES.~~ The District shall adopt, maintain and comply with policies as reasonable for the conduct of local government contracting and necessary for compliance with applicable laws regarding contracting and construction. Such policies shall address procurement of goods and services, construction and contract execution. Except in cases in which the District will receive aid from a government agency, a notice shall be published for bids on all construction contracts for work, materials, or both, involving an expense of one-hundred and twenty thousand dollars (\$120,000) or more of District funds; such amount to be adjusted every five (5) years for inflation as prescribed by ~~statutes~~ § 32-1-1001(1)(d), C.R.S. The District may reject any and all bids, and if it appears that the District can perform the work or secure material for less than the lowest bid, it may proceed to do so in accordance with law.

Notwithstanding the foregoing, the District may award an integrated project delivery contract pursuant to § 32-1-1801, et seq., C.R.S. upon (i) the determination of the Board that integrated project delivery represents a timely or cost-effective alternative for a project; (ii) publication of a request for qualifications and/or request for proposals; and

SECTION 15. (iii) compliance with Part 18 of Article 1, Title 32, C.R.S. All other statutory requirements relating to performance bonds, retainage, and similar matters shall also be complied with.

~~SECTION 16. SECTION 16. RECORDS MANAGEMENT. RECORDS MANAGEMENT.~~ The District shall adopt, maintain and comply with policies as reasonable and necessary for compliance with, applicable records retention, destruction, and disclosure requirements, including the Colorado Open Records Act, State Archives and Public Records law, and various consumer

privacy legislation. The Fire ~~Chiefs~~Chief's Executive Assistant, is hereby designated as the Official Custodian of Records (~~("Custodian")~~) pursuant to the Colorado Open Records Act. The fees and charges imposed for responding to Colorado Open Records Act records requests shall be automatically increased to the maximum amounts allowed by law without additional Board action.

~~SECTION 17. SECTION 17.—ANNUAL~~
~~ACKNOWLEDGEMENT. ANNUAL ACKNOWLEDGEMENT.~~ Each Director shall upon taking office and annually thereafter sign an acknowledgement that they have received and reviewed these Bylaws and the attached Rules of Procedure and the Guidelines for Board Member Conduct.

~~**SECTION 18. — MODIFICATION OF BYLAWS. MODIFICATION OF BYLAWS.**~~ These Bylaws may be

~~**SECTION 18.**~~ altered, amended or repealed at any regular or special meeting of the Board by a two-thirds (2/3) majority of the Directors in office, to become effective immediately or at a subsequent date, as specified.

~~**SECTION 19. — SECTION 19. — SEVERABILITY. SEVERABILITY.**~~

If any part or provision of these Bylaws is adjudged to be unenforceable or invalid, such judgment shall not affect, impair or invalidate the remaining provisions of these Bylaws, it being the ~~Board's~~Board's intention that the various provisions hereof are severable.

~~**SECTION 20. — TERMINATION OF PRIOR BYLAWS.**~~ These Bylaws

~~**SECTION 20.**~~ amend, supersede and replace in their entirety all prior Bylaws, and any amendments thereto, previously adopted by the Board of Directors.

ADOPTED this ~~7th~~XX day of ~~August~~XX, by the Board of Directors of the South Metro Fire Rescue Fire Protection District.

~~mAlbee,~~
Jim Albee, Chair

Sue Roche

~~Sue Roche, s'eeretary~~Secretary

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EXHIBIT A
South Metro Fire Rescue Fire Protection District
Board Meeting
Rules of Procedure

~~1. I.~~ **1. Quorum to Conduct Business.** Simple majority of the District Directors.

2. **Motions.** All motions shall be distinctly worded.

(a) The following rules shall apply to motions:

(i) If a motion does not receive a second, it dies.

(ii) ~~_____~~ The Board will discuss a motion at length only after the motion has been moved and seconded. Nothing prevents general discussion or expression of opinions before a motion is made.

(iii) Any motion shall be reduced to writing if requested by a Director.

(iv) ~~_____~~ A motion to amend can be made to a motion that is on the floor and has been seconded.

(v) ~~_____~~ No motion shall be received when a question is under debate except for the following:

~~⊕~~(1) To lay the matter on the table;

(2) To call for the previous question (close debate);

(3) To postpone;

(4) To refer; or

(5) To amend.

(vi) A motion may be withdrawn by the mover at any time without the consent of the Board.

- (vii) — Amendments are voted on first, then the main motion is voted on, as amended if amendments are approved.

(viii) ~~——~~A Director may have a motion which contains several elements divided, but the mover shall have the right to designate which element will be voted on first.

(ix) A call for the previous question is intended to close the debate on the main motion; does not require a second and is not debatable.

~~(1) (1)~~—Debate on the main motion resumes if the motion fails.

(x) A motion that receives a tie vote fails.

(xi) The chair shall repeat the motion prior to a vote.

(xii) A motion to adjourn cannot be amended.

(b) **Motion to Reconsider.**—A motion to reconsider may only be made by a Director who voted on the prevailing side. Any Director may second the motion.

(i) No motion to reconsider shall be made more than once.

(ii) ~~——~~The motion to reconsider shall be made before the final adjournment of the meeting at which the Board approved the item to be reconsidered.

(c) **Non-debatable Motions.** The following motions are non-debatable:

(i) Call for the previous question;

(ii) Motion to adjourn (~~if less~~ if less than a quorum is present, the meeting shall automatically be adjourned without action of the Board);

(iii) Motion to recess;

(iv) Motion for executive session.

3. **Debate.** The following rules shall govern the debate of any item being discussed by the Board:

(a) Every Director desiring to speak shall address the chair, and, upon recognition by the chair, shall confine him/herself to the question under debate, at all times acting and speaking in a respectful manner.

(b) A Director, once recognized, shall not be interrupted when speaking unless it is to be called to order, or as herein otherwise provided.

4. **Appeal Ruling of Chair.**—If the Chair makes a ruling with which a Director disagrees, that Director may, by motion, appeal the ruling of the Chair. This motion requires a second and is debatable. If the motion passes, the ruling of the Chair is reversed.

~~(a)~~5. **Points of Privilege and Points of Order.**

~~(b)~~(a) **Points of Privilege.**—These are points that relate to anything that would interfere with the normal comfort of the meeting. For example, the room may be too hot or too cold, a Director may be unable to hear or not have the correct information on a matter before the Board. Points of privilege do not require a second, are not debatable, do not require a vote, and are ruled upon by the Chair.

~~(e)~~(b) **Points of Order.**—These are points that relate to anything that would not be considered appropriate conduct of the meeting. For example, not following the agenda, voting on a debatable matter without calling for debate before the vote. Points of order do not require a second, are not debatable, do not require a vote, and are ruled upon by the Chair.

~~5-6.~~ **Voting.**—A majority of the Directors in attendance at a meeting at which a quorum is present voting in favor of a motion is required to approve any motion, unless a different requirement is set by these Rules of Procedure or by law. As provided by law, to convene an executive session requires the favorable vote of 2/3 of the quorum present.

(a) **Affirmative or Negative Vote Required.** A vote of yes or no (or another form of affirmative or negative declaration) shall be taken upon motions. Each Director, when present, must vote yes or no.

(b) **Abstention.**

(i) A Director may abstain from a vote if:

(1) —The Director is excused by the Chair because of a conflict of interest at the introduction of the agenda item or immediately upon discovery of a legally recognized conflict of interest; or

(2) —The Director is excused by the Chair as a result of the Director having insufficient information upon which to enable an informed vote as a result of an absence at a prior meeting, e.g., the Director did not attend the meeting for which meeting minutes are moved for approval.

(3) A vote of a Director excused from voting by the Chair will be recorded as “abstain.”

(ii) ~~————~~An unexcused ~~Director's~~Director's vote to "abstain" or other similar declaration other than "yes"" or "no" shall be recorded as a "no" vote on the pending motion or matter.

(c) **No Explanation of Vote.**—Directors shall not explain their vote except during discussion and deliberation prior to the calling of the vote on the question. Any attempt to explain a vote or to condition the vote immediately prior to casting the vote is out of order.

Exhibit B: Guidelines for Board Member Conduct

Our Role

The Board of Directors of the South Metro Fire Rescue Fire Protection District is committed to representing those who live, work and play in the District by supporting the mission, vision and values of the organization through excellence in leadership, policy-making, and financial stewardship.

Our Standards of Conduct

In order to succeed in our role in governance, we strive to hold ourselves as individuals and a governing body to the highest standards of ethics and conduct. The following are guidelines to help achieve that success:

1. BE AN ACTIVE BOARD MEMBER.
 - a. Board Meetings are the most important events in which we participate – it's where the Board's business gets done.
~~– it's where the Board's business gets done.~~
 - i. ~~+~~ Be there.
 1. Being physically together is best.
 2. Electronic participation is allowed but not ideal.
 - ii. ~~+~~ Be productive.
 1. Prepare for the meetings and discussions.
 - ~~a.~~ a. Read board packets, staff summary sheets, and seek helpful clarification prior to the meeting.
 - ~~b.~~ b. Attend trainings, retreats, study sessions and special board meetings to learn more about the district and help shape the future.
 - ~~c.~~ c. Stay on top of e-mails and other communications from staff and respond in a timely manner.
 2. Follow ~~the~~ process ~~for~~ proposing ~~agenda~~ items (action/discussion items).
 3. Participate and contribute in the proceedings.
 4. Make informed decisions, even if ~~they're~~ they're tough.
 - iii. ~~m.~~ Be constructive.
 1. Treat other board members, staff, and the public with respect.
 2. Conduct yourself with courtesy and professionalism.

3. Listen.
4. Be open to different viewpoints.
5. Focus on issues, policies, and ideas and not personalities.

6. Avoid negative forms of interaction.
 7. Avoid dominating a discussion and encourage the participation of others.
 8. ~~_____~~Honor the role of the Board Chair to focus discussions, encourage participation and maintain order.
 - ~~iv.~~ iv. ~~iv.~~ Be unified.
 1. Once the Board takes action all Directors should support the action and not create barriers to the implementation of such action.
 2. There are no minority reports in good boards.
 - b. Represent South Metro and the Board internally and externally.
 - ~~+~~i. ~~+~~ Seek out and participate in opportunities to support and represent the Board and SMFR.
 1. ~~_____~~Attend SMFR and community events where possible to support the organization, build relationships with our community stakeholders, and enhance ~~SMFR's~~SMFR's presence in the community.
 2. ~~_____~~Help to enhance connectivity with the cities, counties, and service providers in and around the District.
2. LEAD & GUIDE/~~DON'T~~ / DON'T OPERATE.
- a. Our primary responsibility is the formulation and evaluation of policy.
 - b. Keep discussions and decisions at the appropriate policy level; avoid the minutia where not helpful or appropriate.
 - c. ~~_____~~The Board has delegated to the Fire Chief the authority and responsibility to oversee and manage all business and affairs of the District, including all authority and responsibility typically associated with a chief executive, administrative, and operational officer. Individual Directors shall not involve themselves in the personnel, operation, maintenance, management, administration, and provision of facilities, improvements, equipment, and services unless requested by the Fire Chief or authorized by the Board of Directors.
 - d. Maintain appropriate Board/staff interactions.
 - ~~+~~i. ~~+~~ Follow the chain of command.
 1. ~~_____~~Work with the Fire Chief or designee to determine the best way to communicate with staff, visit facilities, observe operations, etc.
 2. Express any concerns with staff to the Fire Chief.

- ii. ~~11.~~—Avoid providing direction or requesting extensive information from staff when not authorized by the whole board or a committee of the board.
- iii.—Avoid last-minute requests from staff.

and attempt to provide guidance that will correct improper behaviors of individual members.

3. The Board may publicly reprimand or censure an individual or group of Board members or enact other forms of sanctions as deemed appropriate by the Board.
4. The Board may direct an investigation of individual or group behavior to ensure laws have not been violated.

~~{4872-7145-1750, v. I}~~ B-4

{4924-7376-3439, v. 4}

B-2

Acknowledgement of Receipt and Review of District Bylaws

I, _____, acknowledge that I have received and reviewed the South Metro Fire Rescue Fire Protection District November 10, 2025 Restated Bylaws and the attached Rules of Procedure and the Guidelines for Board Member Conduct, as required by Section 17 of the Bylaws.

Date: _____ Signature: _____

BOARD OF DIRECTORS AGENDA ITEM

STAFF REPORT



Meeting Date: 11/10/2025

Agenda Item Type: Action Item

Agenda Item: Resolution No. 2025-08: A Resolution Adopting Retirement Benefit Amounts for the South Metro Fire Rescue Fire Protection District Volunteer Firefighter Pension Plan

Submitted By: Stephanie Corbo, Chief Financial Officer

Approved: John Curtis, Fire Chief

SUMMARY:

The SMFRFPD Volunteer Firefighter Pension Board of Trustees adopted pension benefit amounts at their November 10, 2025 meeting. The SMFR Board is required to also adopt those same amounts.

BACKGROUND:

At their November 10, 2025 meeting, the Board of Trustees, by Resolution No. 2025-02, adopted and established the volunteer firefighter retirement pension amounts. The SMFR Board of Directors is now required to adopt those same amounts in order to be funded by SMFR's General Fund.

COST:

The benefit amounts are shown in the Board of Trustee's Resolution No. 2025-02 Exhibit A. That same exhibit will be attached to this SMFR resolution upon adoption.

STRATEGIC INITIATIVE:

N/A

RECOMMENDED ACTION/MOTION:

Recommended motion:

I move to approve the South Metro Fire Rescue Fire Protection District Resolution No. 2025-08: A Resolution Adopting Retirement Benefit Amounts for the South Metro Fire Rescue Fire Protection District Volunteer Firefighter Pension Plan.

ALTERNATIVE OPTIONS:

The board could reject the pension amounts set by the Board of Trustees which would default the plan to the current benefits until further negotiation and/or actuarial studies.

ATTACHMENTS:

Resolution No. 2025-08

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

RESOLUTION NO. 2025-08

A RESOLUTION ADOPTING RETIREMENT BENEFIT AMOUNTS FOR THE SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT VOLUNTEER FIREFIGHTER PENSION PLAN

WHEREAS, the South Metro Fire Rescue Fire Protection District (“District”) is a quasi-municipal corporation and political subdivision of the State of Colorado; and

WHEREAS, the District maintains a regularly organized volunteer fire department and is therefore required, pursuant to Section 31-30-1103(1), C.R.S., to have a board of trustees of the volunteer firefighter pension fund; and

WHEREAS, pursuant to Section 31-30-1103(1)(a) and (b), C.R.S., the District’s Board of Trustees of the Volunteer Firefighter Pension Plan (“Board of Trustees”) is responsible for managing, using, and disbursing moneys in the fund according to its rules and bylaws and supervise and control the fund; and

WHEREAS, the Board of Trustees, by Resolution No. 2025-02, adopted and established the South Metro Fire Rescue Fire Protection District Volunteer Firefighter Pension Plan retirement pension amounts; and

WHEREAS, the Board of Directors of the District (“Board”) now desires to confirm and set forth the pension amounts of the Volunteer Firefighter Pension Plan.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the South Metro Fire Rescue Fire Protection District, as follows:

Section 1. Incorporation. The recitals set forth above are incorporated and ordained as if set forth in this section in full.

Section 2. Retirement Pension Amounts. The retirement pension amounts for the South Metro Fire Rescue Fire Protection District Volunteer Firefighter Pension Plan shall be as set forth in **Exhibit A**, which is hereby approved and adopted.

Section 3. Repeal of Prior Resolutions. All resolutions of the Board inconsistent with this Resolution are hereby repealed to the extent of such inconsistency and all actions of the officers, agents, and employees of the District that are in furtherance of or in conformance with the purposes and intent of this Resolution are hereby in all respects ratified, approved, and confirmed.

Section 4. Severability. If any part, section, subsection, sentence, clause, or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

Section 5. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval by the Board.

ADOPTED this 10th day of November, 2025.

SOUTH METRO FIRE RESCUE FIRE
PROTECTION DISTRICT

By _____
Jim Albee, Chair

Attest:

Sue Roche, Secretary



South Metro Fire Rescue

Quarterly Financial Reports

For the Quarter Ending
September 30, 2025

Third Quarter 2025 Financial Update

Executive Summary



Balance Sheet:

Fund Balance:

As of the third quarter of 2025, the District's total ending fund balance across all funds is \$124.5 million, reflecting an increase of \$1.9 million compared to the same period in 2024. This increase is driven by the Capital Fund, which increased \$4.7 million, largely due to the decrease in prepaid apparatus. The Self-Insured Medical Fund and Cherry Hills Pension Fund also increased \$0.1 million and \$0.2 million, respectively, partially offset by a \$3.1 million decrease in the General Fund, driven by lower property tax collections compared to the prior year.

Cash and Investments increased by \$0.5 million from the prior year, while prepaid expenses declined by \$4.3 million due to apparatus placed into service during 2025. Accounts payable decreased \$4.6 million which is due to timing differences of payables.

Checking:

In September, the District transitioned its medical claims payments from Citibank to JPMorgan Chase bank. This change ensures that all funds in this account are now held with a Qualified Public Depository (QPD) in the State of Colorado and are fully compliant with the Colorado Public Deposit Protection Act (PDPA), a safeguard that was not available through Citibank beyond the standard \$250,000 FDIC coverage.

Investments:

Included in your packet is the Quarterly Investment Update from Chandler. As mentioned on pages 16-18 of their report, all securities are compliant with our investment policy. Our market value is \$24.0 million with an average duration of 2.51 years. Our average maturity in the portfolio is 2.72 years. Our average purchase yield (meaning the average yield when we bought securities) is 3.75% and our average market yield (average yield if we were to sell securities) is 3.71%. The average quality of securities in the portfolio is AA+. The rate of return for the last 3 months was 1.18%, which exceeded the benchmark by 4 bps (0.04%).

Inventory:

Inventory levels have increased by \$45,000 compared to the prior year and by \$7,000 since the second quarter of 2025. This increase is a strategic decision by the Fleet Department to proactively purchase and stock higher par levels of essential fleet parts in anticipation of future tariffs. This approach is intended to mitigate cost impacts and ensure operational readiness.

Third Quarter 2025 Financial Update

Executive Summary



Due To/Due From Other Funds:

The current \$51,000 balance between the General Fund and the Self-Insured Medical Fund is the result of normal timing differences. While we typically conduct a cash transfer to settle this liability on a quarterly basis, the timing of book closure occasionally results in additional transactions being recorded after the transfer. This will clear in the following quarter.

Leases Receivable, Deferred Leases, and IBNR Liability:

These accounts get adjusted during the audit and do not change from quarter to quarter.

General Fund and Capital Projects Fund Revenues:

Property Taxes:

The District has collected \$152.5 million in property tax revenue, which represents 98.22% of the annual budget. Through the third quarter of 2024 the District collected 99.39% of the annual property tax revenue. Assuming a similar collection rate for 2025, the District would collect \$153.4 million in annual property tax revenue, which would be a budget shortfall of \$1.8 million or 1.18%. Staff will continue to monitor.

Compared to the third quarter of 2024, the District has collected \$9.9 million less in property tax revenue. This decrease is attributed to the property tax backfill revenue in the amount of \$11.6 million that was collected in 2024 that will not be collected in 2025. Excluding property tax backfill revenue, the District has collected \$1.7 million or 1.15% more in property tax revenues versus the third quarter of 2024.

Specific Ownership Taxes:

The District has collected \$7.6 million in specific ownership tax revenue, which represents 75.44% of the annual budget. Through the third quarter of 2024 the District collected 74.10% of the annual specific ownership tax revenue. Assuming a similar collection rate for 2025, the District is on track to come in on budget.

Ambulance Transport Services:

The District has collected \$12.85 million in ambulance transport services revenue, which represents 68.31% of the annual budget. The District has completed 18,770 transports, compared to a budget of 17,930 transports. While the number of transports has exceeded the budget, the District has seen an increase in the amount of uncollectible ambulance fees, which are driven by contractual allowances such as the write-down of Medicare claims to the allowed rates. The payor mix has shifted slightly toward Medicare and self-pay, both of which yield lower net

Third Quarter 2025 Financial Update

Executive Summary



reimbursements compared to commercial insurance. In addition, the District has seen an increase in bad debt as a percentage of net sales, which was budgeted at 26.50% but materializing closer to 30.51%.

Compared to the third quarter of 2024, the District has collected \$1.6 million more in ambulance transport services. This increase is driven by an increase in the number of transports, up 827 or 4.61%, as well as an increase in the ambulance transportation fee structure. These increases have been partially offset by an increase in bad debt as a percentage of net sales which is 30.57%, compared to 27.02% last year and a decrease in collections recovery of bad debt which is 4.04% compared to 6.49% last year.

If the collections and bad debt trends continue through remainder of 2025, ambulance revenue will come in under budget by \$1.6 million or 9.00%.

Medicaid Supplemental Payment:

Medicaid supplemental payment was finalized in August in the amount of \$7.0 million, which represents 97.04% of the annual budget. Compared to 2024, the District has collected \$0.2 million less in Medicaid supplemental revenue. This decrease is attributed to fewer number of Medicaid fees for transport service versus the prior reporting period (July through June). This revenue was received in October and will be posted in Q4.

Permit / Plan Review Fees:

The District has collected \$1.8 million in permit and plan review fees, representing 82.06% of the annual budget and an increase of 14.86% over the prior year. This increase is attributed to the updated fee schedule (effective January 1, 2025) and the Town of Parker fire code administration transition (effective July 14, 2025).

Reimbursements:

The District has collected \$2.0 million in reimbursable revenue, which represents 137.66% of the annual budget. Compared to the third quarter of 2024, the District has collected \$0.9 million more in reimbursable revenue. This increase is driven by USAR and wildland callout reimbursements, which are up \$1.0 million year-over-year, and partially offset by event medic reimbursements, which are down \$0.1 million year-over-year.

Grants:

The District recorded a \$0.1 million reimbursement from the Colorado Department of Local Affairs (DOLA) for costs associated with the Firefighter Heart, Cancer, and Behavioral Health Benefits Program.

Third Quarter 2025 Financial Update

Executive Summary



Miscellaneous and Contributions:

The District has collected \$0.2 million in miscellaneous and contributions revenue, which represents 140.89% of the annual budget. Compared to the third quarter of 2024, the District has collected \$0.1 million in miscellaneous and contributions revenue. This increase is driven by \$0.1 million worth of radios donated to the Dispatch division by Douglas County. Although no cash was exchanged, GASB standards require the District to recognize both the revenue and a corresponding expense to accurately reflect the value of the donated assets.

Sale of Assets:

The District has collected \$0.2 million from the sale of assets, which represents 720.83% of the annual budget. Compared to the third quarter of 2024, the District has collected nearly the same amount from the sale of assets. The year-to-date sale of assets include:

- \$0.2 million from the sale of vehicles & apparatuses
- Other minor assets include elliptical exercise machine and radios

Excise Taxes:

The District has collected \$0.8 million in excise tax revenue, which represents 550.83% of the annual budget. Compared to the third quarter of 2024, the District has collected \$0.5 million more in excise tax revenue. This increase is driven by new residential development in the Town of Parker.

Contributions and Reimbursements:

The District received \$55,686 from Arapahoe County as reimbursement for the Dispatch power blinds project, which was an unbudgeted reimbursement opportunity.

General Fund Expenditures:

The District has expended \$135.2 million within the General Fund related to operations or 72.4% of the amended annual budget.

Personnel:

The District has expended \$117.0 million on personnel expenditures, which represents 72.93% of the annual budget. Compared to the third quarter of 2024, the District has expended \$8.9 million more in personnel expenditures. This increase is driven by:

- \$6.9 million increase in salaries driven by base salaries and longevity, partially offset by vacant staff and line positions

Third Quarter 2025 Financial Update

Executive Summary



- \$1.0 million increase in minimum staffing overtime driven by vacant line positions and leave (workers comp, mat/paternity leave, etc.)
- \$0.4 million increase in other overtime driven by base salaries and longevity
- \$0.3 million increase in reimbursable overtime driven by USAR and Wildland callouts
- \$0.3 million increase in benefits driven by base salaries and longevity (401A, 457, etc.), partially offset by vacant staff and line positions

Supplies and Services:

The District has expended \$18.2 million on supplies and services, which represents 69.51% of the amended annual budget. Compared to the third quarter of 2024, the District has expended \$0.8 million less in supplies and services. This decrease is driven by:

- \$0.8 million decrease in uniforms driven by semi-annual bunker gear maintenance moving under professional services and annual bunker gear lifecycle replacement moving under the Capital Projects Fund
- \$0.4 million decrease in JACC expenses driven by Dispatch console replacements in 2024 (reimbursed)
- \$0.2 million decrease in treasurer's fees driven by decrease in property tax revenue collected
- \$0.5 million increase in professional services driven by board election and mill levy consultants

Compared to the amended annual budget the following supplies and services categories are above 75.00% (three quarters of the year):

- Software maintenance (83.46%) driven by timing of annual SBITA subscription renewals (Microsoft software)
- Utilities (77.29%) driven by seasonality and invoice timing (meter readings, etc.)
- Physicals (84.21%) driven by timing of annual line physicals (CCTA scans and labs)
- Bank and credit card fees (89.69%) driven by increased credit card usage for permit/plan review and ambulance transports. Staff will continue to monitor as this is trending to exceed budget.
- Building lease and operating expense (76.45%) driven by timing of prior year true up invoice (insurance, OPEX, real estate taxes)
- Audit (100.69%) driven by additional fees associated with the implementation of GASB 101. This overage was anticipated, as the audit contract outlines that new GASB standard implementations may incur additional costs.
- Legal (83.96%) driven by increased general legal counsel usage as well as Mineral condo project legal costs. Staff will continue to monitor as this is trending to exceed budget.
- Treasurer's fees (98.59%) driven by timing of property tax revenue collection

Third Quarter 2025 Financial Update

Executive Summary



Capital Projects Fund Expenditures:

The District has expended \$8.2 million or 70.21% of the amended budgeted expenditures on the Capital Projects Fund.

Buildings and Grounds: The District has expended \$2.0 million or 46.57% of the annual budget.

- Station 15 new build: \$1.6 million or 95.60% of the amended budget has been expended to date. The total project spend to date is \$10.1 million or 97.50% of the approved project budget of \$10.4 million. Additional project budget will be needed in 2025 to finalize the project as the actual expenses incurred in 2024 were less than anticipated, as such the 2025 budget was under appropriated to close out the project. Staff would recommend moving budget from the Station 16 project budget to cover
- Station 16 land acquisition: There has been no spend on the amended budget as this project will not occur in 2025.
- Existing facilities maintenance/remodels: \$0.3 million or 33.40% of the amended budget has been expended to date. A detailed list of the facility projects can be found on the “Capital Details” page.
- JSF & TJTC burn “can” enclosure: pre-design and plan reviews have begun for this project.

Vehicles and Apparatus: The District has expended \$4.7 million or 83.26% of the amended budget. The dive boat (#9001) and 2 dive units (#2364 and #2365) which were included in the original budget have been received and placed into service. The F150 BC unit (#2216) which was included in the original budget has been received and is scheduled to go into service in November. All units came in.

Four engines (#3391-3394) were originally budgeted for in 2024 but delayed until 2025. Resolution 2025-03 amended the 2025 budget to account for this delay and appropriate additional funding. All four engines were received in January and placed into service between February and March.

Equipment: The District has expended \$0.8 million or 90.32% of the annual budget. A detailed list of the equipment projects can be found on the “Capital Details” page.

Personal Protective Gear: The District has expended \$0.7 million or 86.50% of the annual budget. Academy bunker gear totals \$0.2 million or 80.20% of the annual budget. Lifecycle bunker gear replacement totals \$0.5 million or 90.54% of the annual budget.

Building Rental Fund:

The District has collected \$0.5 million in rental income revenue, which represents 71.99% of the annual budget. Compared to the third quarter of 2024, this is an increase of 1.51% driven by the increased common area maintenance cost (CAM).

Third Quarter 2025 Financial Update

Executive Summary



The District has expended \$0.6 million or 74.58% of the annual budget. Compared to the third quarter of 2024, this is an increase of \$0.1 million driven by utilities, outside repairs & services (server room electrical), and buildings & grounds (parking structure repairs, ATS generator switch).

While the condominiumization documents were signed in Q2, the State has not yet closed on this transaction. The District will continue operating under the Building Rental Fund and will reconcile with the HOA when it is formally established.

Self-Insured Medical Fund:

Medical and Dental Premiums:

The District has collected \$12.5 million in premiums, which represents 83.46% of the annual budget driven by the medical plan mix selected by employees (Cigna/Kaiser). Compared to the third quarter of 2024, this is a decrease of 5.93% driven by vacant staff and line positions.

Miscellaneous Revenues:

The District has collected \$0.7 million in miscellaneous revenues, which represents 67.36% of the annual budget driven by quarterly RX rebates. The District will receive a \$0.5 million rebate from Cigna in Q4. Compared to the third quarter of 2024, this is a decrease of 54.75% driven by the \$1.0 million rebate from Cigna recorded in Q3 2024.

Medical and Dental Payments (including HSA Contributions):

The District has expended \$13.1 million or 89.97% of the annual budget driven by the medical plan mix selected by employees (Cigna/Kaiser). Compared to the third quarter of 2024, this is an increase of 1.51%, driven by increased dental claims and slight increase in medical claims. Additional appropriation will be necessary due to the medical plan mix selected by employees (Cigna/Kaiser) as well as higher than anticipated claims. This shortfall will be partially offset by increased medical premiums received. Staff will prepare a budget amendment for this fund.

Cherry Hills Pension Fund:

The District has collected \$0.4 million in revenues, which represents 95.11% of the annual budget. Compared to the third quarter of 2024, this is an increase of 0.65% driven by the increase in property tax revenue.

The District has expended \$5,549 or 2.26% of the annual budget driven by timing of the annual pension benefit payment which is made annually in December. Compared to the third quarter of 2024, the Cherry Hills Pension Fund is nearly flat in expenditures.

Third Quarter 2025 Financial Update

Executive Summary



Included at the end of the financial reports:

1. Schedule of taxes collected by month- General Fund.
2. Schedule of taxes collected by month- Cherry Hills Pension Fund.
3. Schedule of capital outlay expenditures.
4. Schedule of Prepaid Capital Project Expenditures.
5. Rolling 12-month average Development and Construction Revenue.
6. Chandler Asset Management Third Quarter Investment Report.

South Metro Fire Rescue FPD

Balance Sheet
September 30, 2025



	General Fund	Capital Projects Fund	Building Rental Fund	Cherry Hills Pension Fund	Self Insured Medical Fund	Total	Prior Year Totals	Variance From Prior Year
Assets								
Checking	\$6,611,381	\$141,245	\$447,881		\$808,039	\$8,008,547	11,428,787	(3,420,240)
Money market	250,521	-	-	-	-	250,521	29,526	220,995
CSIP	47,693,485	34,400,806	-	1,646,537	4,807,908	88,548,736	85,472,306	3,076,429
Investments	23,881,275	-	-	-	-	23,881,275	23,210,429	670,846
Accounts receivable	10,879,550	268,891	-	2,510	-	11,150,951	9,011,512	2,139,439
Interest receivable	166,093	-	-	-	-	166,093	132,918	33,175
Leases receivable	606,256	-	1,349,492	-	-	1,955,748	2,412,526	(456,778)
Due from other funds	-	-	-	-	50,756	50,756	131,261	(80,506)
Prepays	1,709,911	101,934	-	-	-	1,811,844	6,135,444	(4,323,600)
Inventory	1,394,617	-	-	-	-	1,394,617	1,349,479	45,138
Total Assets	93,193,087	34,912,876	1,797,374	1,649,047	5,666,703	137,219,087	139,314,188	(2,095,101)
Liabilities								
Account payable - general	1,566,811	783,399	84,663	-	885,423	3,320,295	8,271,989	(4,951,693)
Accounts payable - payroll and benefits	6,080,608	-	-	-	51,045	6,131,652	5,807,732	323,920
Unearned revenue	-	-	-	-	-	-	89,213	(89,213)
IBNR liability	-	-	-	-	1,276,000	1,276,000	-	1,276,000
Deferred leases	598,912	-	1,304,336	-	-	1,903,248	2,348,131	(444,882)
Due to other Funds	50,756	-	-	-	-	50,756	131,261	(80,506)
Total Liabilities	8,297,086	783,399	1,389,000	-	2,212,467	12,681,952	16,648,326	(3,966,374)
Nonspendable								
Prepaid Items	1,709,911	101,934	-	-	-	1,811,844		
Inventory	1,394,617	-	-	-	-	1,394,617		
	3,104,528	101,934	-	-	-	3,206,462		
Restricted								
Tabor Reserve (3%)	5,940,875	-	-	-	-	5,940,875		
Excise Tax Reserve	-	3,391,889	-	-	-	3,391,889		
Self Insurance	-	-	-	-	3,454,235	3,454,235		
Pension Fund	-	-	-	1,649,047	-	1,649,047		
	5,940,875	3,391,889	-	1,649,047	3,454,235	14,436,046		
Committed								
Capital Projects Reserve	-	30,635,655	-	-	-	30,635,655		
Operating Reserve (20%)	40,318,382	-	-	-	-	40,318,382		
	40,318,382	30,635,655	-	-	-	70,954,036		
Assigned								
Building Rental	-	-	408,374	-	-	408,374		
JACC Projects	192,260	-	-	-	-	192,260		
	192,260	-	408,374	-	-	600,634		
Unassigned								
	35,339,957	-	-	-	-	35,339,957		
Fund Balances	\$84,896,001	\$34,129,477	\$408,374	\$1,649,047	\$3,454,235	\$124,537,135		

South Metro Fire Rescue FPD
Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual
General Fund
For The Period Ending September 30, 2025



	Amended Budget	Quarter 3 Actuals	YTD Actuals	Annual Variance	Percent of Budget Used	PY Actual YTD	Variance CY to PY
Revenues							
Property Tax	\$155,220,100	\$2,537,365	\$152,452,020	(\$2,768,081)	98.22%	\$162,308,172	(\$9,856,153)
Specific ownership tax	10,080,409	2,581,554	7,604,995	(2,475,414)	75.44%	7,551,097	53,898
Ambulance transport services	18,816,657	3,958,102	12,854,496	(5,962,161)	68.31%	11,209,632	1,644,865
Medicaid supplemental payment	7,234,628	-	-	(7,234,628)	0.00%	7,234,628	(7,234,628)
Investment income	1,852,000	920,350	1,785,431	(66,567)	96.41%	2,027,606	(242,172)
Mark to market	-	96,166	548,954	548,954	0.00%	636,641	(87,687)
Rental Income	187,371	51,758	159,534	(27,838)	85.14%	154,113	5,420
Permit / Plan Review	2,239,516	722,703	1,837,776	(401,740)	82.06%	1,600,038	237,737
Reimbursements	1,480,000	1,741,365	2,037,353	557,353	137.66%	1,135,183	902,170
JACC reimbursement	270,500	-	270,500	-	100.00%	597,515	(327,015)
Grants	120,000	139,034	139,034	19,034	115.86%	236,557	(97,523)
Dispatch fees	140,000	35,393	116,946	(23,054)	83.53%	122,492	(5,546)
Miscellaneous and contributions	168,000	43,098	236,696	68,696	140.89%	134,275	102,421
Total Revenues	197,809,182	12,826,889	180,043,734	(17,765,445)	91.02%	194,947,949	(14,904,213)
Expenditures							
Salaries	108,837,957	27,748,961	76,892,369	31,945,588	70.65%	69,981,638	(6,910,731)
Overtime - minimum staffing	6,585,837	2,752,940	7,248,053	(662,216)	110.06%	6,235,704	(1,012,349)
Overtime - reimbursable	1,209,935	1,146,047	1,377,638	(167,703)	113.86%	1,036,689	(340,949)
Overtime - other	3,046,287	752,004	2,157,993	888,295	70.84%	1,803,442	(354,551)
Benefits	40,756,133	10,774,870	29,325,391	11,430,742	71.95%	29,009,238	(316,153)
Supplies	2,080,439	435,211	1,274,935	805,504	61.28%	1,411,807	136,873
General equipment	1,635,318	288,047	724,316	911,002	44.29%	795,486	71,171
Operations equipment	236,646	24,877	164,703	71,943	69.60%	58,344	(106,359)
Memberships and certifications	264,867	46,921	133,799	131,068	50.52%	144,137	10,339
Awards and recognition	199,016	28,245	122,758	76,258	61.68%	85,849	(36,910)
Uniforms	855,775	162,856	558,577	297,199	65.27%	1,383,009	824,432
Software maintenance	3,125,618	1,036,223	2,608,740	516,878	83.46%	2,524,964	(83,776)
Utilities	2,060,591	560,583	1,592,666	467,925	77.29%	1,420,558	(172,108)
Fuel	1,017,350	222,920	605,993	411,357	59.57%	638,983	32,990
Fleet supplies	685,000	155,528	452,266	232,734	66.02%	536,211	83,945
Physicals	402,200	26,745	338,689	63,511	84.21%	466,394	127,705
Bank and credit card fees	163,000	59,895	146,199	16,801	89.69%	109,570	(36,629)
Building lease and operating expense	531,200	123,159	406,084	125,116	76.45%	386,571	(19,513)
Equipment lease	76,000	12,576	51,869	24,131	68.25%	39,505	(12,365)
Vehicle lease	514,400	108,754	337,682	176,718	65.65%	397,409	59,727
Audit	90,000	-	90,620	(620)	100.69%	81,350	(9,270)
Legal	250,000	76,957	209,895	40,105	83.96%	185,318	(24,576)
Professional services	4,418,719	803,884	2,801,406	1,617,313	63.40%	2,316,095	(485,310)
Insurance	1,388,550	332,603	925,373	463,177	66.64%	784,998	(140,375)
Inventory adjustment	-	1,918	2,087	(2,087)	0.00%	(399)	(2,486)
Seminars, conferences and travel	884,557	175,692	421,576	462,981	47.66%	399,846	(21,730)
Meeting expense	199,961	28,834	134,415	65,546	67.22%	85,751	(48,663)
Repairs and maintenance	1,677,207	378,609	1,218,700	458,507	72.66%	1,257,336	38,636
Outside rental	24,500	6,696	16,604	7,896	67.77%	17,872	1,268
Tuition assistance, EAP, and other programs	488,747	114,562	363,867	124,880	74.45%	363,400	(467)
JACC expenses	372,842	55,679	180,582	192,260	48.43%	607,169	426,588
Treasurer's fees	2,318,277	38,918	2,285,624	32,653	98.59%	2,436,028	150,404
Buildings and grounds	-	-	11,300	(11,300)	0.00%	-	(11,300)
Lease and subscription expenditure	194,980	-	-	194,980	0.00%	-	-
Total Expenditures	186,591,909	48,481,715	135,182,766	51,409,143	72.45%	127,000,271	(8,182,494)

South Metro Fire Rescue FPD
 Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual
 General Fund
 For The Period Ending September 30, 2025



	Amended Budget	Quarter 3 Actuals	YTD Actuals	Annual Variance	Percent of Budget Used	PY Actual YTD	Variance CY to PY
Excess of Revenues Over (Under) Expenditures	11,217,273	(35,654,826)	44,860,968	(69,174,589)	0.00%	67,947,678	(23,086,707)
Other Financing Sources (Uses)							
Sale of assets	25,000	102,457	180,208	155,208	720.83%	200,529	(20,321)
Lease and subscription proceeds	194,980	-	-	(194,980)	0.00%	-	-
Transfer to other Funds	(15,000,000)	-	(15,000,000)	-	100.00%	(30,000,000)	(15,000,000)
Total Other Financing Sources (Uses)	(14,780,020)	102,457	(14,819,792)	(39,772)	100.27%	(29,799,471)	14,979,679
Net change in Fund Balances	(3,562,747)	(35,552,369)	30,041,176	(69,214,361)		38,148,207	(8,107,031)
Fund Balances - Beginning of Year	51,926,286	54,854,825	54,854,825	2,928,539			
Fund Balances - End of Year	\$48,363,539	\$19,302,456	\$84,896,001	(\$66,285,822)			

South Metro Fire Rescue FPD
Schedule of Expenditures - Budget to Actual - Salaries and Benefits
General Fund
For the period ending September 30, 2025



	Amended Budget	Quarter 3 Actuals	YTD Actuals	YTD Budget	YTD Variance	Annual Variance	% Used	PY Actual YTD	Variance CY to PY
Expenditures									
Salaries	\$ 106,447,973	\$ 27,452,667	\$ 76,239,761	\$ 78,178,376	\$ 1,938,615	\$ 30,208,212	71.62%	\$ 69,053,997	\$ (7,185,764)
Buyouts	2,389,984	296,294	652,608	969,927	317,319	1,737,376	27.31%	927,640	275,032
Overtime - Minimum Staffing	5,835,088	2,598,237	6,741,332	4,187,517	(2,553,815)	(906,244)	115.53%	5,778,586	(962,746)
Overtime - FLSA	750,749	193,477	578,269	528,950	(49,319)	172,480	77.03%	520,561	(57,708)
Overtime - Wildland Deployment	850,000	642,931	766,244	637,500	(128,744)	83,756	90.15%	719,795	(46,449)
Overtime - USAR Deployment & Training	150,000	404,864	472,422	150,000	(322,422)	(322,422)	314.95%	115,532	(356,890)
Overtime - Other	3,256,222	811,483	2,225,417	2,408,712	183,295	1,030,805	68.34%	1,941,360	(284,057)
Benefits	40,756,133	10,677,078	29,325,391	30,736,777	1,411,386	11,430,742	71.95%	29,009,238	(316,153)
Total Expenditures	\$ 160,436,149	\$ 43,077,031	\$ 117,001,444	\$ 117,797,759	\$ 796,315	\$ 43,434,705	72.93%	\$ 108,066,709	\$ (8,934,735)

South Metro Fire Rescue FPD
Schedule of Expenditures - Budget to Actual - Benefits Detail
General Fund
For the period ending September 30, 2025



	Amended Budget	Quarter 3 Actuals	YTD Actuals	YTD Budget	YTD Variance	Annual Variance	% Used	PY Actual YTD	Variance CY to PY
Expenditures									
Pension Expense	\$ 12,248,314	\$ 3,120,697	\$ 8,602,510	\$ 9,040,280	\$ 437,770	\$ 3,645,804	70.23%	\$ 7,655,158	\$ (947,352)
Benefit Attrition	(806,561)	-	-	(775,539)	(775,539)	(806,561)	0.00%	-	-
Retiree Health Savings	2,194,824	586,972	1,588,981	1,724,478	135,497	605,843	72.40%	1,444,236	(144,745)
RHS Buyout	565,696	176,872	176,872	424,272	247,400	388,824	31.27%	391,227	214,355
Deferred Compensation	3,477,350	859,610	2,402,572	2,568,933	166,361	1,074,778	69.09%	2,187,059	(215,513)
Health Insurance	13,545,573	3,691,283	9,995,148	10,697,086	701,938	3,550,425	73.79%	11,440,943	1,445,795
Vision Insurance	124,981	36,252	97,786	98,610	824	27,195	78.24%	95,979	(1,807)
Dental Insurance	747,562	218,021	588,253	590,054	1,801	159,309	78.69%	576,231	(12,022)
Life and AD&D Insurance	288,546	101,902	276,845	227,884	(48,961)	11,701	95.94%	248,058	(28,787)
Long Term Disability	747,285	165,327	447,868	596,234	148,366	299,417	59.93%	421,782	(26,086)
FPPA Death and Disability	3,062,145	790,705	2,158,884	2,258,778	99,894	903,261	70.50%	1,785,242	(373,642)
Social Security and Medicare	1,559,256	477,268	1,272,095	1,150,992	(121,103)	287,161	81.58%	1,151,310	(120,785)
Health insurance tax	5,000	6,336	6,336	5,000	(1,336)	(1,336)	126.72%	6,005	(331)
Unemployment Insurance	20,000	9,737	17,227	15,000	(2,227)	2,773	86.14%	2,343	(14,884)
Flex Fee	16,500	3,797	11,761	12,375	614	4,739	71.28%	11,844	83
Workers Comp Insurance	2,809,661	432,301	1,682,255	2,102,340	420,085	1,127,406	59.87%	1,591,822	(90,433)
Pension Benefit Payments	150,000	-	-	-	-	150,000	0.00%	-	-
Total Expenditures	\$ 40,756,133	\$ 10,677,080	\$ 29,325,393	\$ 30,736,777	\$ 1,411,384	\$ 11,430,740	71.95%	\$ 29,009,239	\$ (316,154)

South Metro Fire Rescue FPD
Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual
Capital Projects Fund
For The Period Ending Tuesday, September 30, 2025



	Amended Budget	Quarter 3 Actuals	YTD Actuals	Annual Variance	Percent of Budget Used	PY Actual YTD	Variance CY to PY
Revenues							
Excise tax	\$150,000	\$268,891	\$826,238	\$676,238	550.83%	\$277,204	\$549,034
Investment income	585,000	368,633	972,978	387,977	166.32%	746,855	226,123
Contributions and reimbursements	-	-	55,686	55,686	0%	-	55,686
Total Revenues	735,000	637,525	1,854,903	1,119,902	252.37%	1,024,059	830,843
Expenditures							
Buildings and grounds	4,280,070	35,866	1,993,219	2,286,851	46.57%	5,883,281	3,890,062
Vehicles and apparatus	5,613,284	2,311	4,673,705	939,579	83.26%	3,208,767	(1,464,938)
Equipment	882,689	535,655	797,212	85,478	90.32%	2,944,803	2,147,591
Equipment lease	-	-	-	-	0%	21,281	21,281
Personal protective gear	840,500	93,992	727,062	113,439	86.50%	10,057	(717,004)
Software implementation	50,000	-	-	50,000	0%	1,032,142	1,032,142
Total Expenditures	11,666,543	667,825	8,191,197	3,475,346	70.21%	13,100,331	4,909,135
Excess of Revenues Over (Under) Expenditures	(10,931,543)	(30,301)	(6,336,294)	4,595,248		(12,076,273)	5,739,978
Other Financing Sources (Uses)							
Transfers from other funds	15,000,000	-	15,000,000	-		30,000,000	(15,000,000)
Total Other Financing Sources (Uses)	15,000,000	-	15,000,000	-		30,000,000	(15,000,000)
Net Change in Fund Balances	4,068,457	(30,301)	8,663,706	4,595,248		17,923,727	(9,260,022)
Fund Balances - Beginning of Year	21,135,631	25,465,771	25,465,771	4,330,140			
Fund Balances - End of Year	\$25,204,088	\$25,435,470	\$34,129,477	\$8,925,388			

South Metro Fire Rescue FPD

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual

Building Rental Fund

For The Period Ending September 30, 2025



	Original Budget	Quarter 3 Actuals	YTD Actuals	Annual Variance	Percent of Budget Used	PY Actual YTD	Variance CY to PY
Revenues							
Rental income	\$702,500	\$169,015	\$505,761	(\$196,739)	71.99%	\$498,261	\$7,500
Total Revenues	702,500	169,015	505,761	(196,739)	71.99%	498,261	7,500
Expenditures							
Supplies	7,500	992	2,966	4,534	39.55%	5,456	2,490
Utilities	330,250	90,910	249,509	80,741	75.55%	214,694	(34,815)
Professional services	9,000	336	336	8,664	3.74%	8,851	8,515
Outside services	118,000	30,303	89,498	28,502	75.85%	86,940	(2,558)
Routine maintenance/Outside repairs	207,750	50,815	176,893	30,857	85.15%	147,175	(29,717)
Equipment	5,000	-	65	4,935	1.30%	2,968	2,903
Building and grounds	75,000	39,317	41,954	33,046	55.94%	29,798	(12,155)
Total Expenditures	752,500	212,674	561,221	191,279	74.58%	495,883	(65,337)
Net Change in Fund Balances	(50,000)	(43,659)	(55,460)	(5,460)		2,378	(57,837)
Fund Balances - Beginning of Year	428,093	463,834	463,834	35,741			
Fund Balances - End of Year	\$378,093	\$420,175	\$408,374	\$30,281			

South Metro Fire Rescue FPD

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual
 Cherry Hills Pension Fund
 For The Period Ending September 30, 2025



	Original Budget	Quarter 3 Actuals	YTD Actuals	Annual Variance	Percent of Budget Used	PY Actual YTD	Variance CY to PY
Revenues							
Property Tax	\$371,836	\$11,847	\$369,497	(\$2,339)	99.37%	\$363,082	\$6,415
Specific ownership tax	22,880	5,177	15,086	(7,794)	65.94%	15,840	(754)
Investment income	60,000	18,014	47,907	(12,092)	79.85%	50,780	(2,873)
Total Revenues	454,716	35,038	432,490	(22,225)	95.11%	429,703	2,788
Expenditures							
Pension Benefit Payments	239,422	-	-	239,422	0.00%	-	-
Treasurer's fees	5,578	183	5,549	28	99.49%	5,454	(96)
Total Expenditures	245,000	183	5,549	239,451	2.26%	5,454	(96)
Net change in fund balances	209,716	34,856	426,941	217,226		424,249	2,692
Fund Balances - Beginning of Year	1,218,065	1,222,106	1,222,106	4,041			
Fund Balances - End of Year	\$1,427,781	\$1,256,962	\$1,649,047	\$221,267			

South Metro Fire Rescue FPD
 Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget to Actual
 Self Insured Medical Fund
 For The Period Ending September 30, 2025



	Amended Budget	Quarter 3 Actuals	YTD Actuals	Annual Variance	Percent of Budget Used	PY Actual YTD	Variance CY to PY
Revenues							
Medical premiums	\$14,102,833	\$3,966,101	\$11,846,386	(\$2,256,447)	84.00%	\$12,648,639	(\$802,253)
Dental premiums	880,549	221,323	658,868	(221,681)	74.82%	645,605	13,263
Miscellaneous revenues	1,000,000	256,773	673,594	(326,406)	67.36%	1,488,455	(814,860)
Stop loss refunds	-	5	70,658	70,658	0.00%	-	70,658
Net investment earnings	125,000	63,005	210,991	85,991	168.79%	219,677	(8,686)
Total Revenues	16,108,382	4,507,207	13,460,497	(2,647,885)	83.56%	15,002,375	(1,541,878)
Expenditures							
Medical payments	13,274,040	4,683,609	11,976,468	(1,297,572)	90.22%	11,924,152	(52,316)
Dental payments	851,040	199,162	645,775	(205,265)	75.88%	535,322	(110,453)
HSA contributions	403,750	4,000	449,500	45,750	111.33%	417,500	(32,000)
Stop loss insurance / admin fees	1,153,141	322,379	971,387	(181,754)	84.24%	843,373	(128,014)
Total Expenditures	15,681,971	5,209,150	14,043,131	1,638,840	89.55%	13,720,347	(322,784)
Net Change in Fund Balances	426,411	(701,943)	(582,634)	(1,009,045)		1,282,028	(1,864,662)
Fund Balances - Beginning of Year	3,394,891	4,036,869	4,036,869	641,978			
Fund Balances - End of Year	\$3,821,302	\$3,334,926	\$3,454,235	(\$367,067)			

South Metro Fire Rescue
Schedule of General Fund Property Tax Collections
Arapahoe, Douglas, and Jefferson Counties
2025



Month	Property Taxes				Interest	Specific Ownership	Treasurer's Fee	2025 Total	Percent Collected	2024 Collections	Collected
	Current Year	Backfill	PY Adj	TIF							
January	\$ 2,901,079	\$ -	\$ (122,977)	\$ (16,403)	\$ (26,622)	\$ 829,000	\$ (41,085)	\$ 3,522,992	2.16%	1,963,061	1.16%
February	52,933,849	-	(110,539)	(355,227)	(12,108)	853,852	(786,974)	52,522,852	34.39%	49,723,393	30.55%
March	9,794,322	-	(118,125)	(66,389)	(13,698)	872,161	(143,979)	10,324,293	40.72%	13,010,029	38.24%
April	33,452,818	-	(33,592)	(161,066)	(1,067)	833,167	(497,871)	33,592,388	61.33%	42,061,862	63.11%
May	9,388,259	-	(280,125)	(107,691)	(42,084)	807,719	(134,430)	9,631,649	67.24%	13,575,608	71.13%
June	43,144,137	-	(85,717)	(241,959)	3,627	827,542	(642,367)	43,005,262	93.63%	42,413,274	96.20%
July	1,781,597	-	(57,033)	(1,994)	37,071	857,026	(26,411)	2,590,256	95.22%	2,282,350	97.55%
August	629,101	-	(15,545)	(3,561)	21,064	845,206	(9,472)	1,466,793	96.12%	1,583,076	98.49%
September	323,853	-	(117,805)	(1,247)	(5,798)	879,322	(3,035)	1,075,290	96.78%	896,793	99.02%
October	-	-	-	-	-	-	-	-	-	1,215,919	99.73%
November	-	-	-	-	-	-	-	-	-	1,594,591	100.68%
December	-	-	-	-	-	-	-	-	-	839,640	101.17%
Total	154,349,015	-	(941,459)	(955,536)	(39,615)	7,604,995	(2,285,624)	157,731,775		171,159,594	
	sum of all Property Tax sub categories =				152,452,020						
Budget	156,224,511	-	-	(1,004,411)	-	10,080,409	(2,318,277)	162,982,232			

South Metro Fire Rescue
Schedule of TIF Diverted By County
2025

Month	Arapahoe County	Douglas County	2025 Total TIF
January	(895)	(15,508)	(16,403)
February	(125,190)	(230,037)	(355,227)
March	(2,471)	(63,918)	(66,389)
April	(34,613)	(126,453)	(161,066)
May	(27,222)	(80,469)	(107,691)
June	(82,612)	(159,346)	(241,959)
July	2,174	(4,168)	(1,994)
August	(60)	(3,501)	(3,561)
September	613	(1,860)	(1,247)
October	-	-	-
November	-	-	-
December	-	-	-
Total	(270,277)	(685,259)	(955,536)

South Metro Fire Rescue
Excise Tax Collections
2025

Quarter	Amount
Q1	183,684
Q2	373,663
Q3	268,891
Q4	-
Total	826,238

Year	Amount
2019-2021	942,805
2022	480,365
2023	728,625
2024	413,856
Total 2019-2025	3,391,889

Cherry Hills Fire Bond
Schedule of Cherry Hills Pension Property Tax Collections
Arapahoe County
2025



Month	Property					2025 Total	Percent Collected	2024 Collections	Percent Collected
	Current Year	PY Adj	Interest	Specific Ownership	Treasurer's Fee				
January	\$ 3,296.51	\$ -	\$ -	\$ 1,536.24	\$ (49.45)	\$ 4,783.30	1.23%	3,889.81	1.03%
February	119,340.57	(133.89)	(13.40)	1,666.87	(1,787.90)	119,072.25	31.83%	79,668.93	22.04%
March	36,817.19	(114.60)	0.01	1,802.97	(550.54)	37,955.03	41.59%	66,722.92	39.64%
April	95,666.49	(10.36)	2.42	1,803.01	(1,434.88)	96,026.68	66.27%	89,275.84	63.18%
May	29,554.25	(2.13)	57.75	1,554.25	(444.15)	30,719.97	74.17%	43,836.84	74.74%
June	73,246.39	(10.75)	68.05	1,546.05	(1,099.56)	73,750.18	93.12%	73,519.28	94.13%
July	8,035.77	(103.05)	185.39	1,658.98	(121.77)	9,655.32	95.61%	8,507.63	96.38%
August	3,199.79	-	118.82	1,742.85	(49.78)	5,011.68	96.89%	6,050.31	97.97%
September	729.02	(14.54)	31.32	1,775.23	(11.19)	2,509.84	97.54%	2,477.22	98.62%
October						-	97.54%	3,277.88	99.49%
November						-	97.54%	4,146.61	100.58%
December						-	97.54%	2,033.87	101.12%
Total	369,886	(389)	450	15,086	(5,549)	379,484		383,407	
Budget	371,836	-	-	22,800	(5,578)	389,058			

South Metro Fire Rescue
Capital Details
9/30/2025



Project	Amended Budget	Expenses to Date	Annual Variance
Buildings and Grounds - Capital Projects Fund			
Station 15 - New Station Build	\$ 1,672,195	\$ 1,598,845	\$ 73,350
Station 16 - Land Acquisition	1,300,000	-	1,300,000
Existing Facilities Maintenance/Remodels	108,190	-	108,190
JSF - Fence Repairs and Electrical Infrastructure	35,000	-	35,000
JSF - Wellness Gym Floor Mats	25,000	24,249	751
MHQ - Basement Remodel	15,310	15,310	-
Station 13 - Concrete Repair and Replacement	25,000	18,597	* 6,403
Station 13 - Foundation Settling Fix and Repairs	75,000	57,267	* 17,733
Station 14 - ATS Replacement and Electrical Repairs	6,092	-	6,092
Station 14 - Foundation Settling Fix and Repairs	75,000	69,800	* 5,200
Station 17 - Repair/Replace Roof and Concrete	22,000	8,584	* 13,416
Station 18 - Kitchen Remodel	12,940	12,940	-
Station 19 - Foundation Repair and Grade Revisions	25,000	9,950	15,050
Station 21 - Fencing	35,219	35,219	-
Station 21 - Bathroom	20,000	17,900	2,100
Station 22 - Generator Replacement	152,000	-	152,000
Station 23 - Concrete Repair and Replacement	60,000	52,707	* 7,293
Station 32 - Concrete Repair and Replacement	25,000	18,613	* 6,387
Station 33 - Bathroom	8,345	2,545	* 5,800
Station 34, 42, 46 - Flooring	28,000	-	28,000
Station 35 - Garage Door Replacements	60,000	-	60,000
Station 35, 38, 45 - Waterproofing & Foundation Repair	27,280	-	27,280
Station 39 - Fascia Repairs	15,000	-	15,000
Station 39 - Roof Repairs	50,000	-	50,000
Station 40 - HVAC & Basement Foundation Repair	52,000	-	52,000
Station 43 - Fascia Repairs	21,000	-	21,000
Station 44 - Building Foundation	15,000	4,339	* 10,661
Station 44 - Concrete Replacement	39,000	38,708	* 292
Station 44 - Mini Splits	60,000	-	60,000
Station 46 - Right of Way Improvements	30,000	-	30,000
Station 47 - Fascia Repairs	24,000	-	24,000
TJTC - Furnace Replacement	11,500	-	11,500
JSF & TJTC - Burn "Can" Enclosure	150,000	7,646	* 142,354
Total Buildings and Grounds - Capital Projects Fund	4,280,070	1,993,219	2,286,851
Vehicle and Apparatus - Capital Projects Fund			
2024 Type I Engine #3391	1,015,196	947,966	67,230
2024 Type I Engine #3392	1,015,196	966,581	48,615
2024 Type I Engine #3393	1,015,196	947,867	67,329
2024 Type I Engine #3394	1,015,196	946,780	68,416
2023 Type III Brush #2282 (2023 FREIGHTLINER M2106) (WIP)	-	8,332	(8,332)
2025 Dive Boat #9001 (WIP)	230,000	4,602	225,398
2024 Dive Unit #2364	575,000	426,202	148,798
2024 Dive Unit #2365 (Freightliner)	575,000	425,375	149,625
20025 Ford F150, BC Unit #2216	172,500	-	172,500
Total Vehicle and Apparatus - Capital Projects Fund	5,613,284	4,673,705	939,579

South Metro Fire Rescue
Capital Details
9/30/2025



Project	Amended Budget	Expenses to Date	Annual Variance
Equipment - Capital Projects Fund			
HPE Server/Storage -Business Core System Replacement	350,000	212,566 *	137,434
SCBA Equipment	190,000	184,401	5,599
DSX Door Security System	150,000	263,123 *	(113,123)
Replacement/Reserve Hose	66,500	4,541 *	61,959
Reserve Extrication Tools	50,000	49,078 *	922
K-Saw (Cutoff Saw) Replacement	35,189	-	35,189
Annual Station and Gym Equipment Replacement	23,000	8,993 *	14,007
Thermal Imaging Cameras (TIC)	18,000	18,824	(824)
Dispatch Blinds (reimbursed by Arapahoe County)	-	55,686	(55,686)
Total Equipment - Capital Projects Fund	882,689	797,212	85,478
Personal Protective Gear - Capital Projects Fund			
Bunker Gear Academy	328,000	263,047 *	64,953
Bunker Gear Replacement	512,500	464,014	48,486
Total Personal Protective Gear - Capital Projects Fund	840,500	727,062	113,439
Software Implementation - Capital Projects Fund			
ERP PowerApp	50,000	-	50,000
Total Software Implementation - Capital Projects Fund	50,000	-	50,000
Building and Grounds - Building Rental Fund			
MHQ - Capital Outlay	23,545	-	23,545
MHQ - Lobby Renovation	700	700	-
MHQ - ATS Generator switch	19,370	9,869 *	9,501
MHQ - Parking Structure Repairs	31,385	31,385 *	-
Total Building and Grounds - Building Rental Fund	75,000	41,954	33,046
Building and Grounds - General Fund			
TJTC - Furnace and AC replacement	-	11,300	(11,300)
Total Building and Grounds - General Fund	-	11,300	(11,300)

Total Capital Purchases - All Funds	\$ 11,741,543	\$ 8,244,450	\$ 3,497,093
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*New period expenses

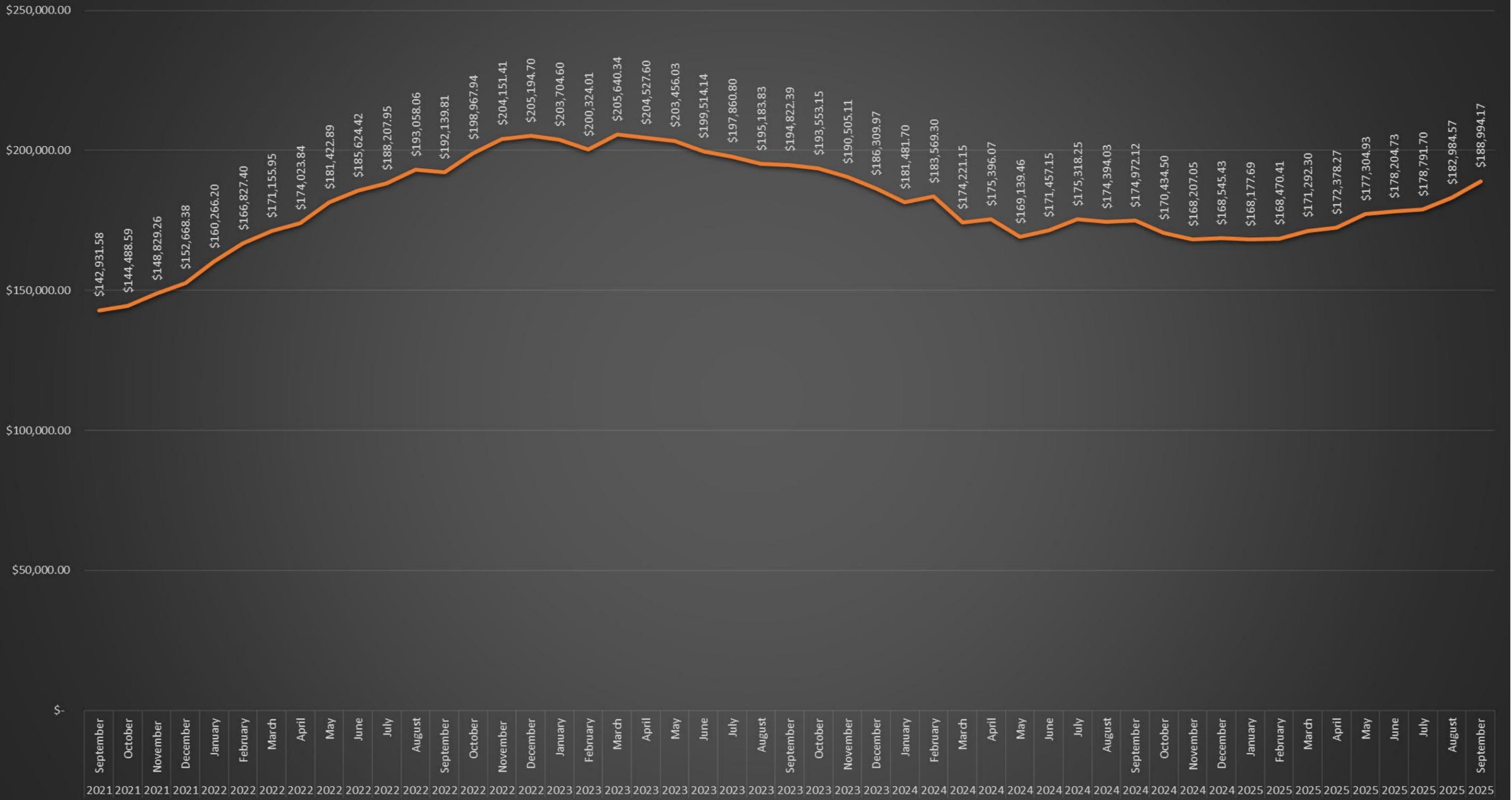
South Metro Fire Rescue
Prepaid Capital Project Expenses Schedule
September 30, 2025



Anticipated In Service (Budget Year)

Apparatus Description	Amount	Board Approved	Original Budgeted Year	2024	2025	2026	Total
2025 Ford F150, BC Unit 2216	\$ 101,870	10/7/2024	2025		\$ 101,870		\$ 101,870
2026 AEV Medics, Units 2211-2215	64	8/7/2023	2026			64	64
Total Prepaid Apparatus	\$ 101,934			\$ -	\$ 101,870		\$ 101,934

Development and Construction Revenue Generated: 12-Month Rolling Average



— Rev Gen 12 Mo Rolling Avg

INVESTMENT REPORT

South Metro Fire Rescue Fire Protection District | As of September 30, 2025

CHANDLER ASSET MANAGEMENT | chandlerasset.com

Chandler Team:

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

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South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

ECONOMIC UPDATE

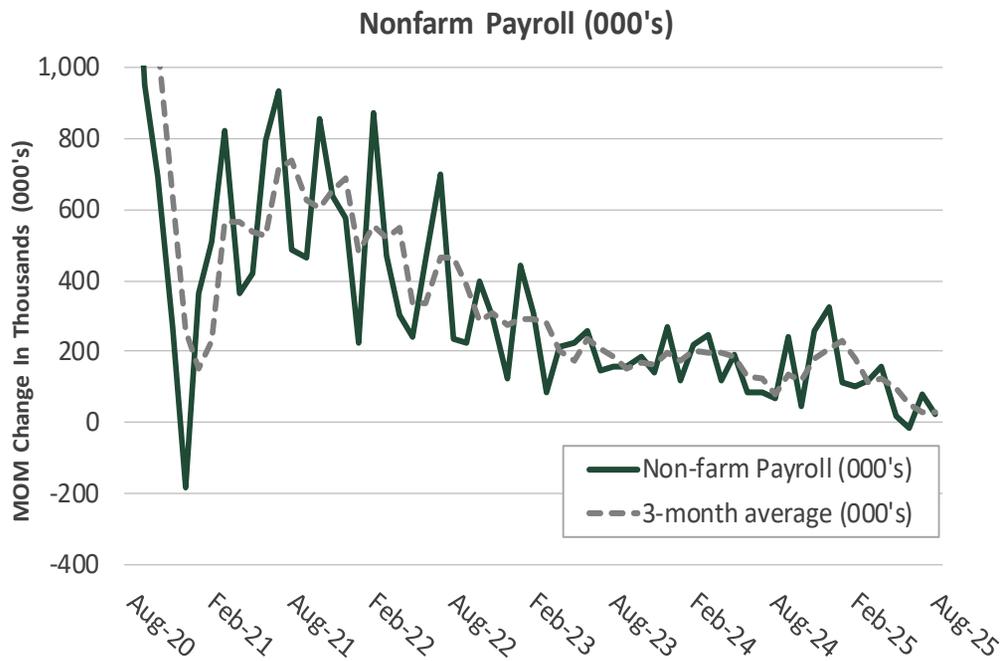
ACCOUNT PROFILE

PORTFOLIO HOLDINGS

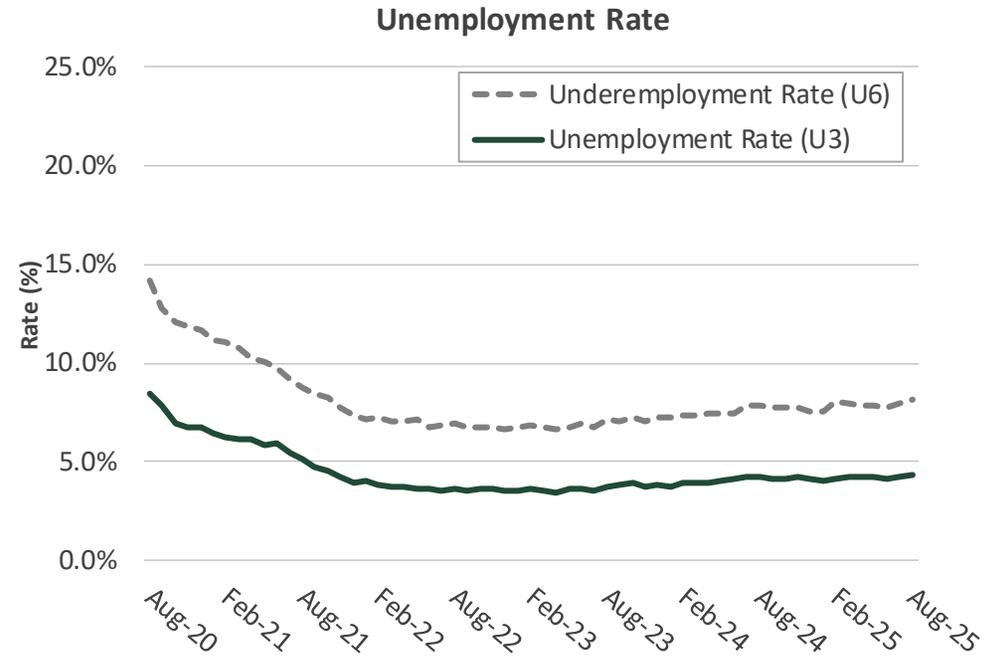
TRANSACTIONS

ECONOMIC UPDATE

- Recent economic data suggest slower growth in 2025 and greater market uncertainty as the effects of fiscal policy unfold. Inflation pressures have eased, though core levels remain above the Federal Reserve's target, while tariffs continue to cloud forecasts. Signs of a softer labor market are emerging, prompting expectations that the Fed will move cautiously toward policy normalization. Given the economic outlook, we expect gradual normalization of monetary policy and a steeper yield curve.
- The Federal Reserve lowered the Federal Funds Rate a quarter percentage point to the range of 4.00 – 4.25% upon conclusion of the September Federal Open Market Committee meeting. The move was telegraphed by the Fed and in line with market expectations. Stephen Miran was the only opposing vote in the 11-1 decision as Governor Miran called for a larger 50 basis point rate cut. Chair Powell said concerns over signs of a softening labor market prompted the policy shift. Policymakers also updated their economic forecasts penciling in two additional quarter-point cuts through year-end.
- The US Treasury yield curve flattened in September, as the 2-year Treasury yield declined 13 basis points to 3.57%, the 5-year Treasury also down 13 basis points to 3.66%, and the 10-year Treasury yield declined 14 basis points to 4.12. The spread between the 2-year and 10-year Treasury yield points on the curve decreased to +54 basis points at September month-end versus +61 basis points at August month-end. The spread between the 2-year Treasury and 10-year Treasury yield one year ago was 14 basis points. The spread between the 3-month and 10-year Treasury yield points on the curve was +21 basis points in September versus +8 basis points in August.



Source: US Department of Labor



Source: US Department of Labor

The U.S. economy added just 22,000 jobs in August, falling short of consensus expectations and punctuating the softening trend in the labor market. The three-month moving average and six-month moving average payrolls totaled 29,000 and 64,000 respectively. The unemployment rate rose to 4.3% in August from 4.2% in July. The labor participation rate inched up to 62.3%, remaining below the pre-pandemic level of 63.3%. The U-6 underemployment rate, which includes those who are marginally attached to the labor force and employed part time for economic reasons jumped to 8.1% in August from 7.9% in July. Average hourly earnings fell to 3.7% year-over-year from 3.9% last month.

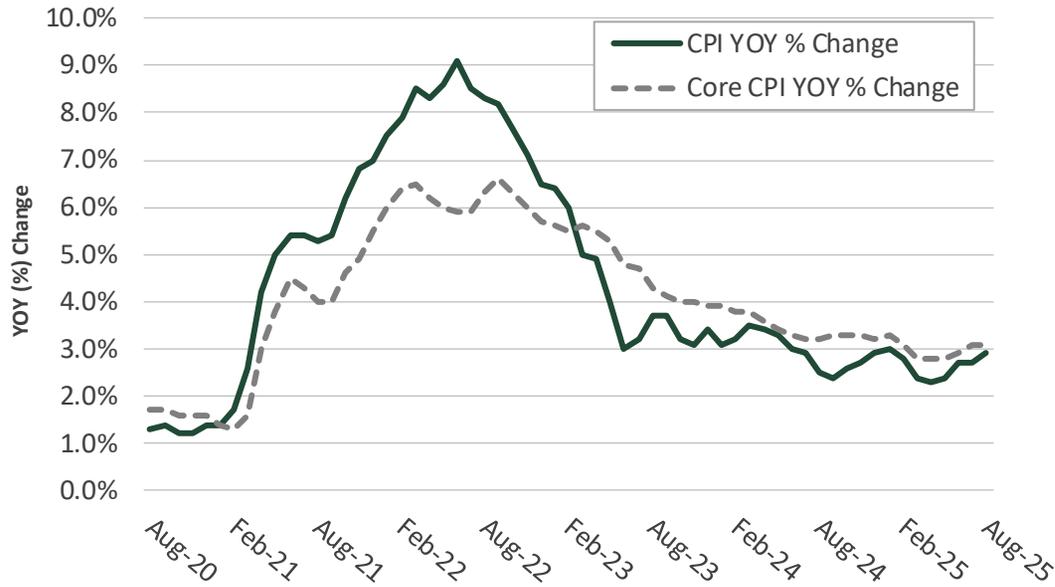
Job Openings



Source: US Department of Labor

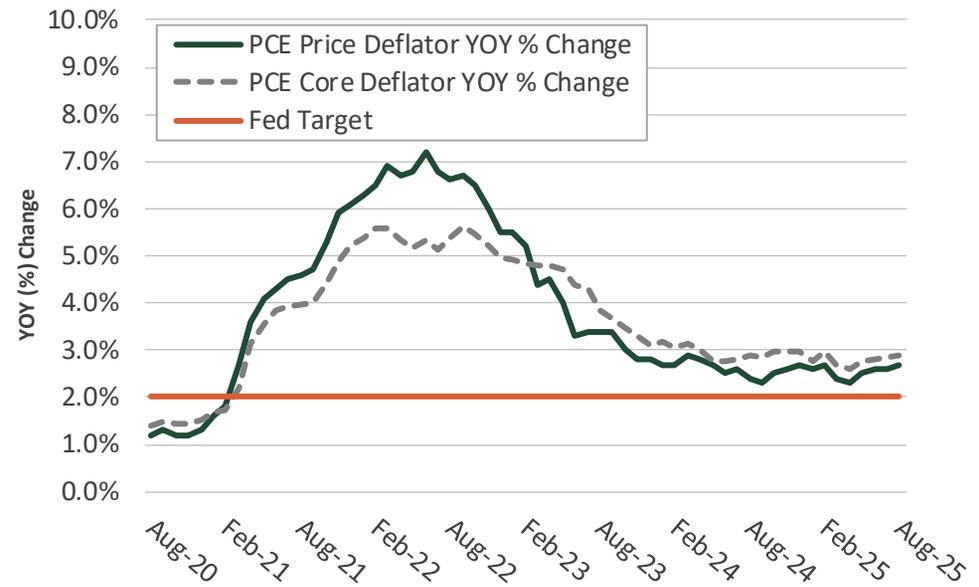
The Labor Department’s Job Openings and Labor Turnover Survey (JOLTS) showed a modest increase to 7.227 million new job openings in August from 7.2 million in July. The quits rate and layoffs remained relatively stable. Job openings indicate a ratio of approximately 1 job for each unemployed individual, representing a relatively balanced labor market.

Consumer Price Index (CPI)



Source: US Department of Labor

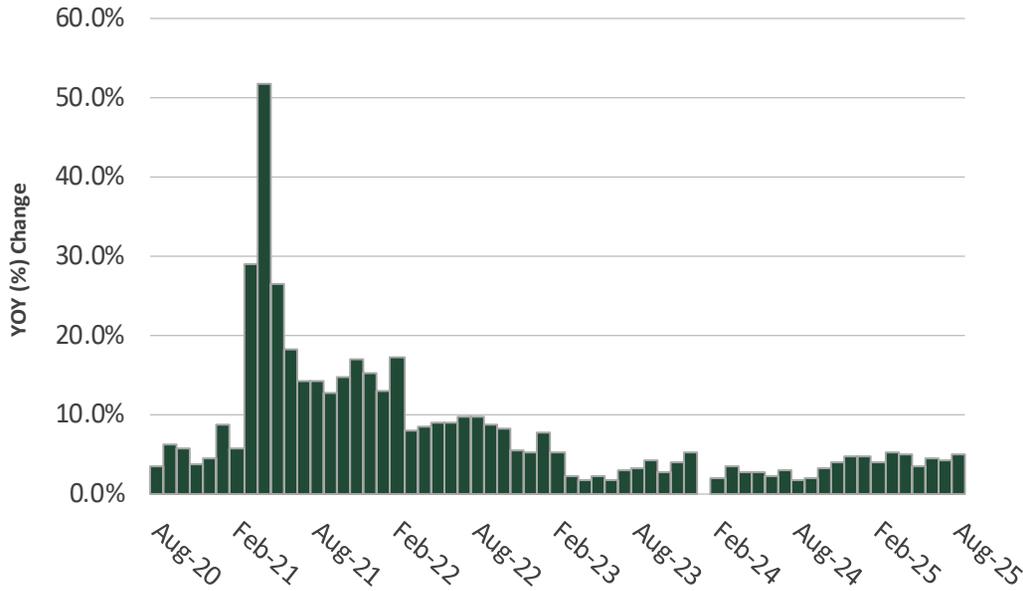
Personal Consumption Expenditures (PCE)



Source: US Department of Commerce

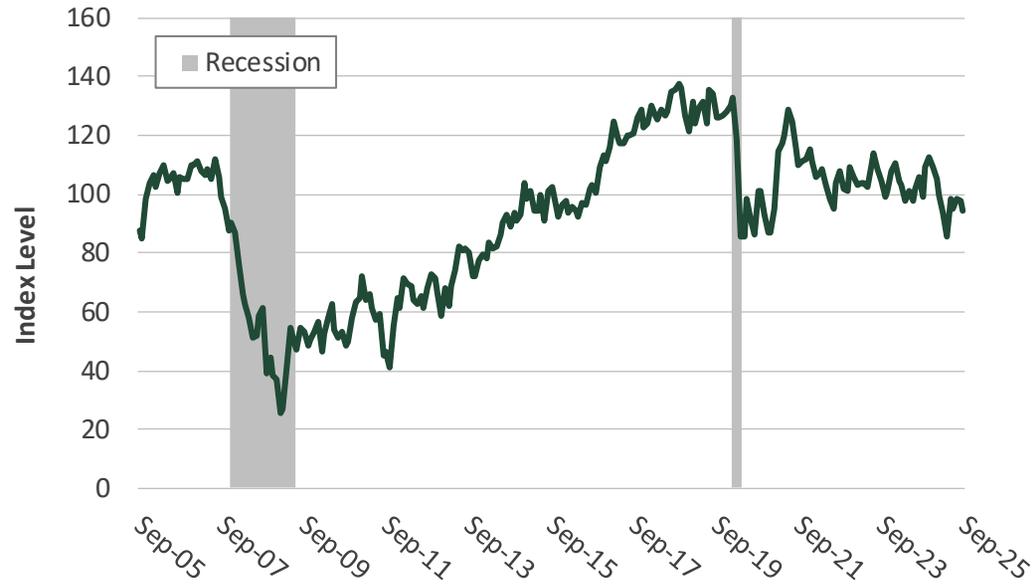
In August, the Consumer Price Index (CPI) increased more than expected at 0.4% month-over-month and 2.9% year-over-year, while the Core CPI rose 0.3% month-over-month and 3.1% year-over-year, in line with expectations. The Personal Consumption Expenditures (PCE) price index rose 0.3% month-over-month and 2.7% year-over-year in August. The Core PCE deflator, which excludes food and energy and is the Fed’s preferred gauge, was up 0.2% from July leaving it unchanged at 2.9% on an annual basis in August.

Retail Sales YOY % Change



Source: US Department of Commerce

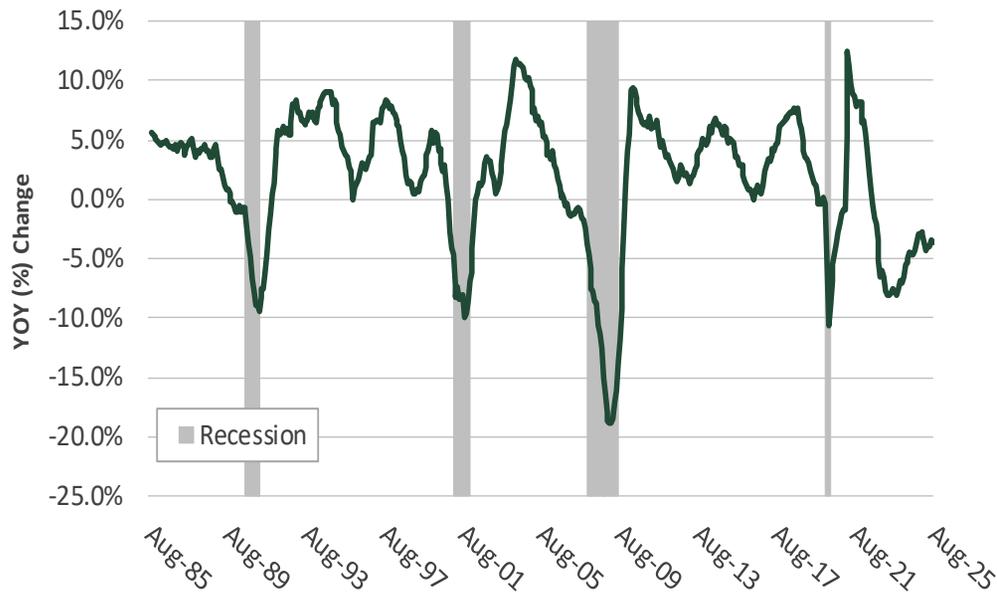
Consumer Confidence



Source: The Conference Board
All time high is 144.70 (1/31/00); All time low is 25.30 (2/28/09)

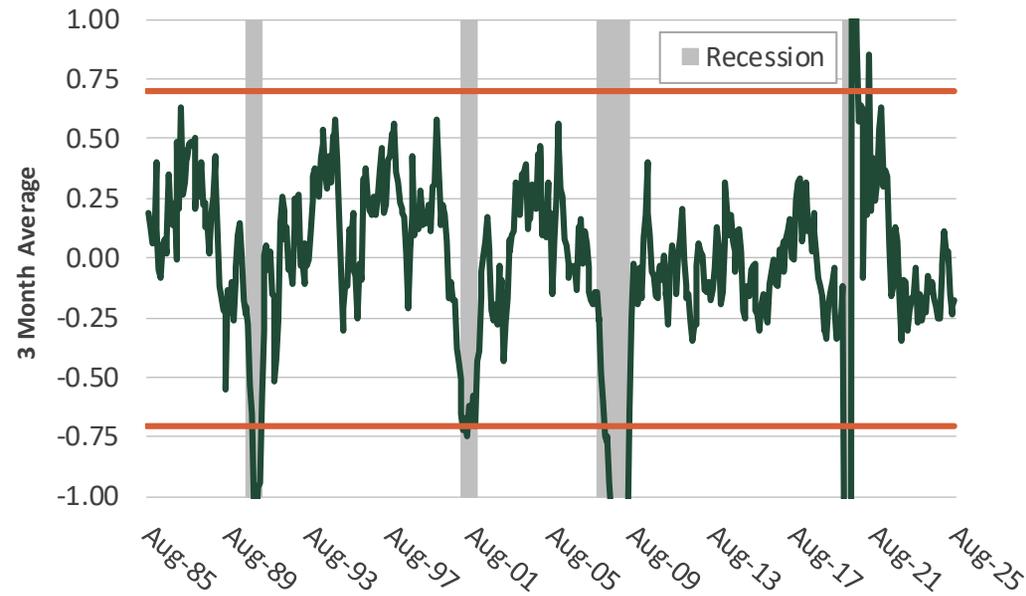
Advance Retail Sales showed continued strength jumping 0.6% in August as July data was also revised up to 0.6% month-over-month. The increase elevated retail sales to 5.0% on an annual basis after jumping 4.1% year-over-year in July. Back-to-school shopping was a likely catalyst as online shopping, clothing, and sporting goods saw some of the largest increases. Control group sales, which feed into GDP, also jumped 0.74% in August from the prior month. The Conference Board’s Consumer Confidence Index fell to 94.2 in September from a revised 97.8 in August, marking the lowest level since April 2025. Measures of current conditions and future expectations fell, signaling weaker sentiment toward employment and income. Consumers have remained resilient, but rising debt burdens, higher delinquency rates, lingering inflation worries, and emerging signs of labor market cooling could weigh on future spending.

Leading Economic Indicators (LEI)



Source: The Conference Board

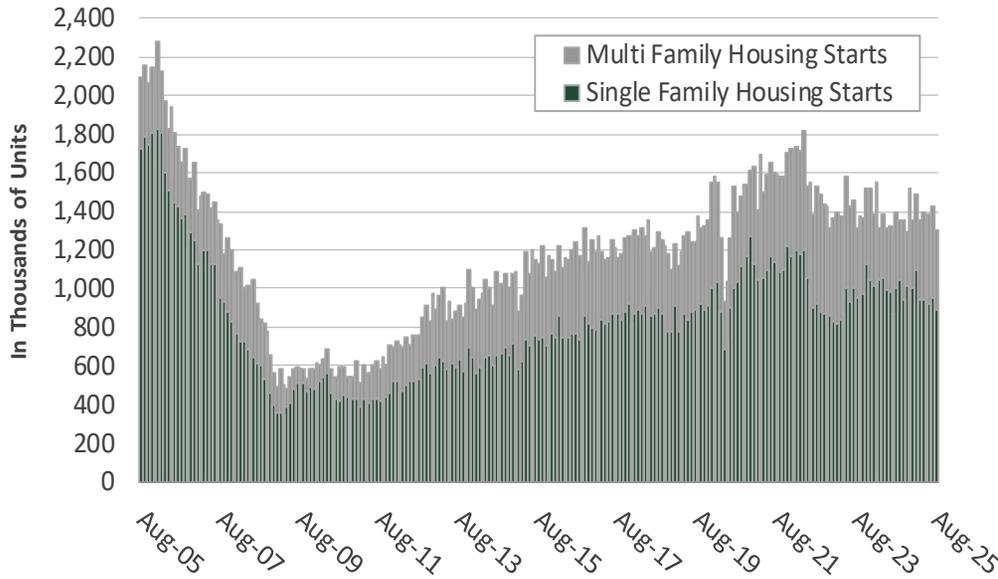
Chicago Fed National Activity Index (CFNAI)



Source: Federal Reserve Bank of Chicago

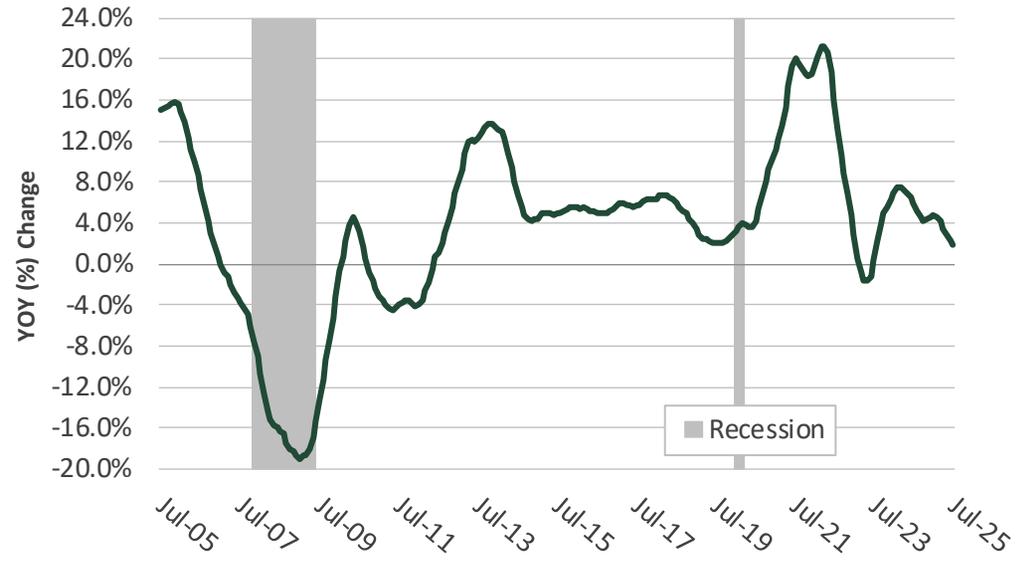
The Conference Board’s Leading Economic Index (LEI) fell by 0.5% in August, following a 0.1% increase in July. The LEI decreased by 3.6% year-over-year. The Conference Board is expecting economic growth to slow in the second half of 2025 due to consumer pessimism, soft manufacturing new orders, and negative impacts from tariffs. The Chicago Fed National Activity Index (CFNAI) came in at -0.12% in August after a downwardly revised -0.28 in July, indicating that economic momentum remained below its historical trend for the fifth consecutive month. The three-month moving average shows a similar trend at -0.18 in August from -0.20 in the prior month signaling ongoing below-trend growth in national economic activity.

Annualized Housing Starts



Source: US Department of Commerce

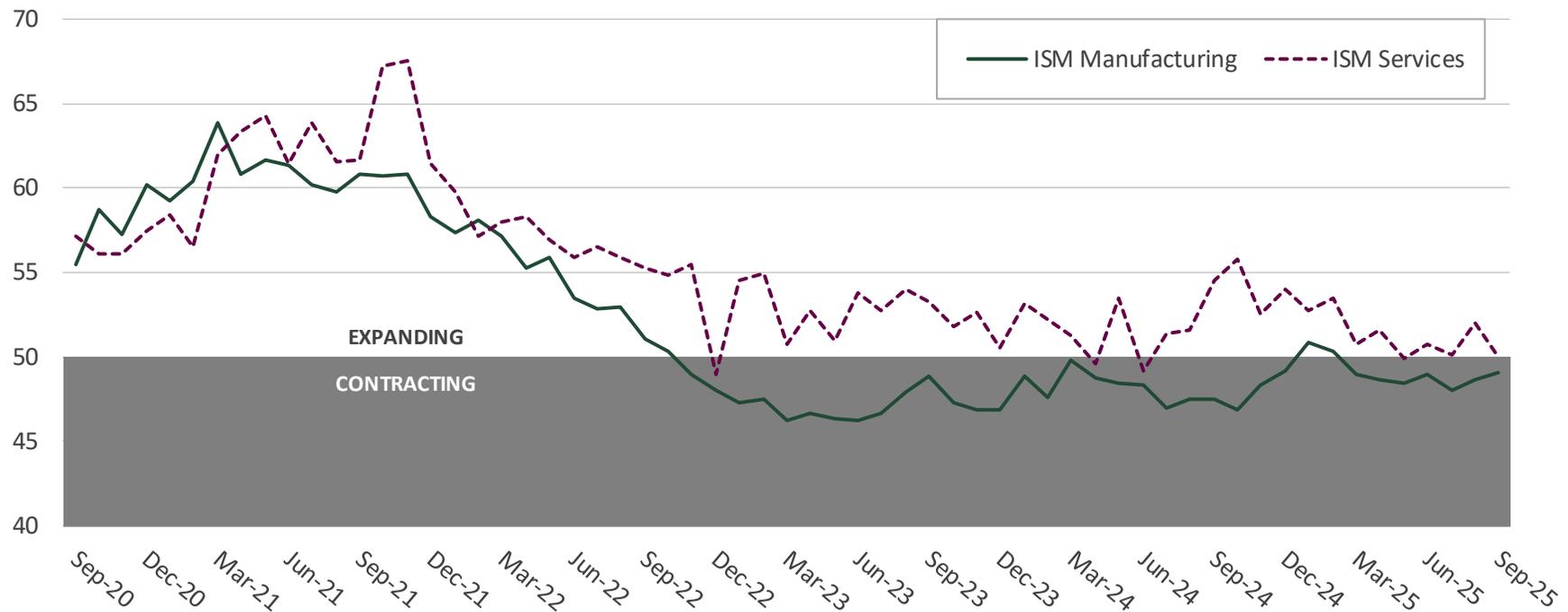
S&P/Case-Shiller 20 City Composite Home Price Index



Source: S&P

Housing starts dropped 8.5% in August to 1.307 million units, marking a pullback amid elevated inventory levels and a softening labor market. Single-family starts fell 7.0% in August to 890,000 units, hitting their lowest level since July 2024. The S&P Cotality Case Shiller 20-City Home Price Index recorded a 0.07% month-over-month decline in July, marking the fifth consecutive month of losses, while still posting a modest year-over-year gain of 1.8%. Persistently high asking prices and elevated mortgage rates have continued to challenge affordability, contributing to the recent cooling across the housing market. However, the Freddie Mac 30-year fixed mortgage rate continued recent declines to 6.3% as of September.

Institute of Supply Management (ISM) Surveys

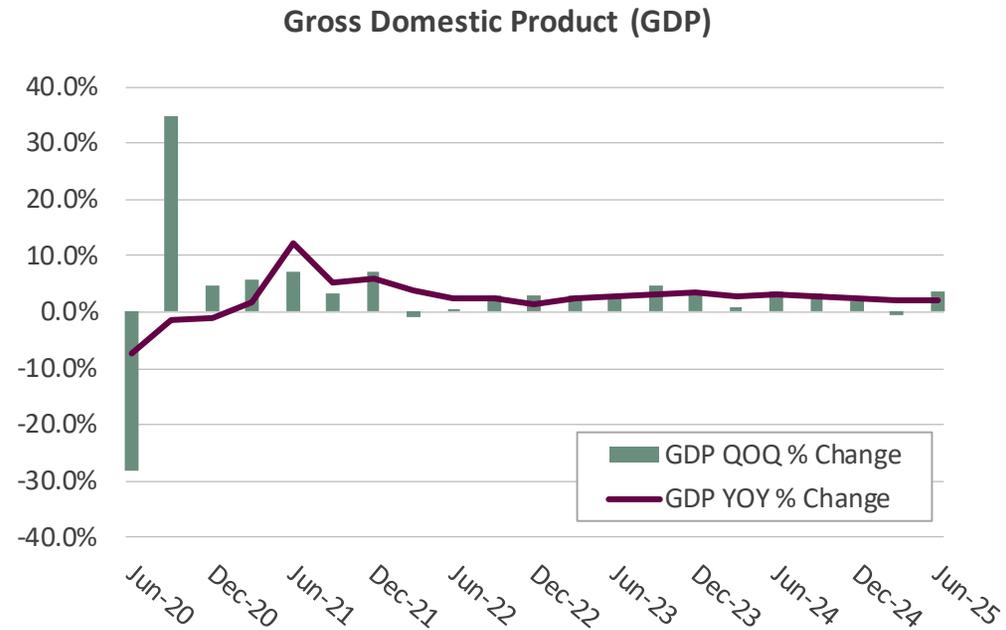


Source: Institute for Supply Management

Manufacturing activity contracted at a slightly slower rate as the Institute for Supply Management (ISM) Manufacturing Index edged up to 49.1 in September, from 48.7 in August yet remaining below the expansion threshold, signaling the seventh consecutive month of contraction in the manufacturing sector. Production growth factored into the gain, although drops in new orders and inventories offset the increase. The ISM Services Index fell to 50.0 in September from 52.0 in August, which is the breakeven point between expansion and contraction. The 2.0-point decline generally indicated moderate to weak growth, with only isolated reports of supplier delivery delays. Employment remained in contraction territory, reflecting delayed hiring plans and ongoing challenges in finding qualified workers.

Components of GDP	9/24	12/24	3/25	6/25
Personal Consumption Expenditures	2.7%	2.6%	0.4%	1.7%
Gross Private Domestic Investment	0.2%	-1.3%	3.8%	-2.7%
Net Exports and Imports	-0.4%	-0.1%	-4.7%	4.8%
Federal Government Expenditures	0.5%	0.3%	-0.4%	-0.4%
State and Local (Consumption and Gross Investment)	0.4%	0.3%	0.2%	0.3%
Total	3.4%	1.9%	-0.6%	3.8%

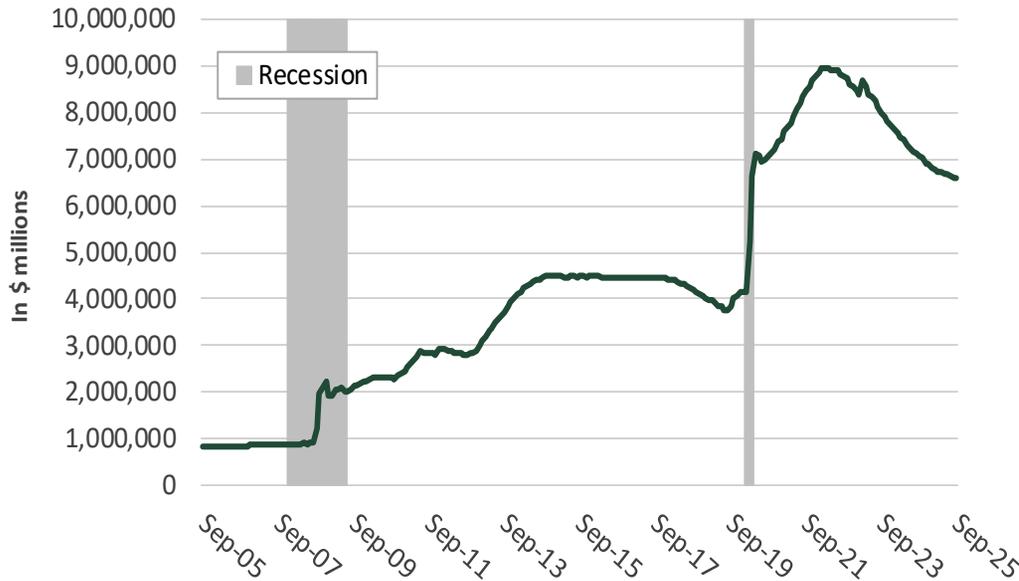
Source: US Department of Commerce



Source: US Department of Commerce

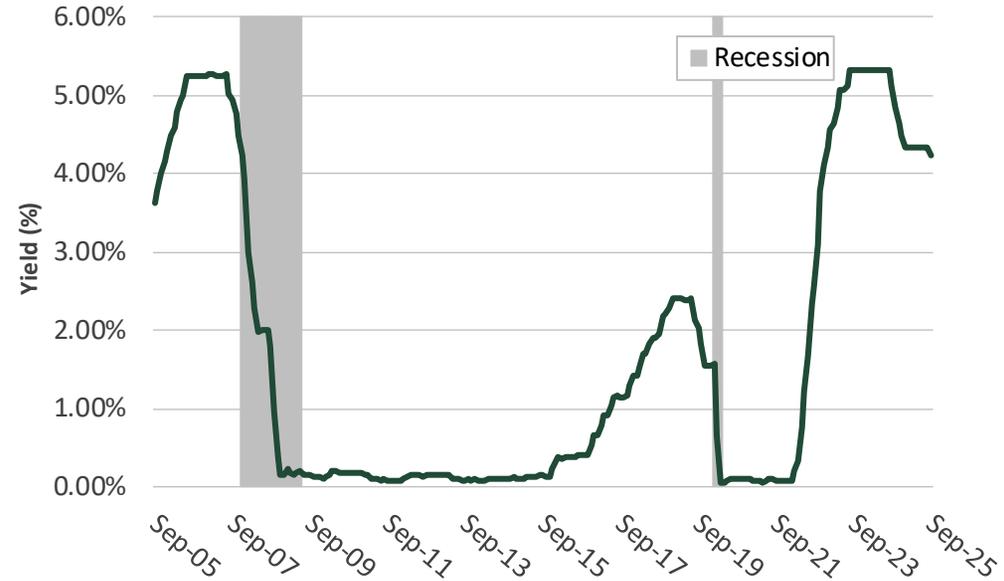
In a sharp rebound from the first quarter, real GDP increased at an annualized rate of 3.8% in the second quarter of 2025 according to the final data revision from the Bureau of Economic Analysis. The increase in real GDP in the second quarter was driven by the drop in imports following the significant rise in the first quarter in anticipation of higher tariffs and an increase in consumer spending. The consensus projection calls for 1.7% growth for the third quarter and 1.8% for the full year 2025.

Federal Reserve Balance Sheet Assets



Source: Federal Reserve

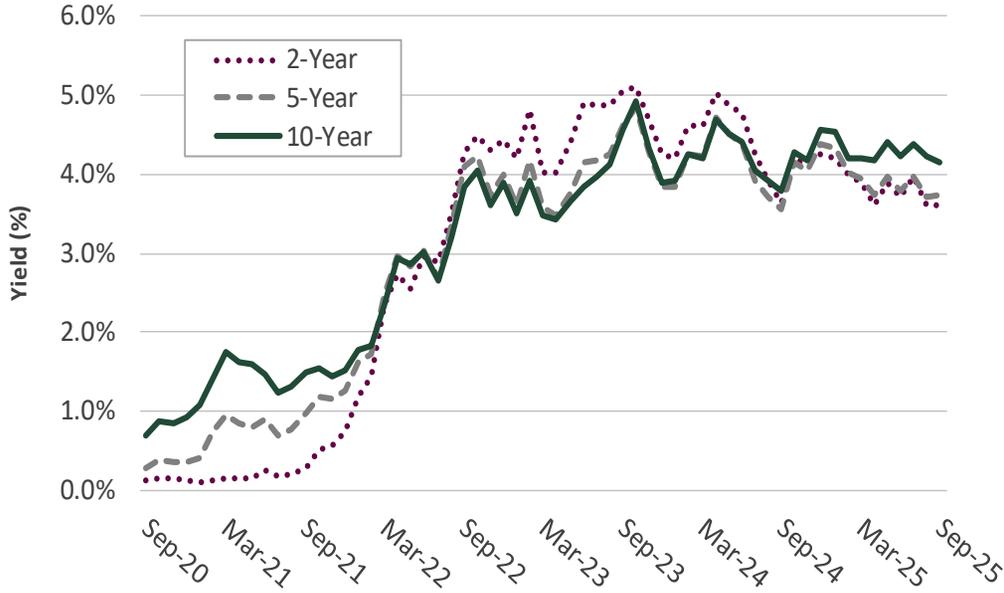
Effective Federal Funds Rate



Source: Bloomberg

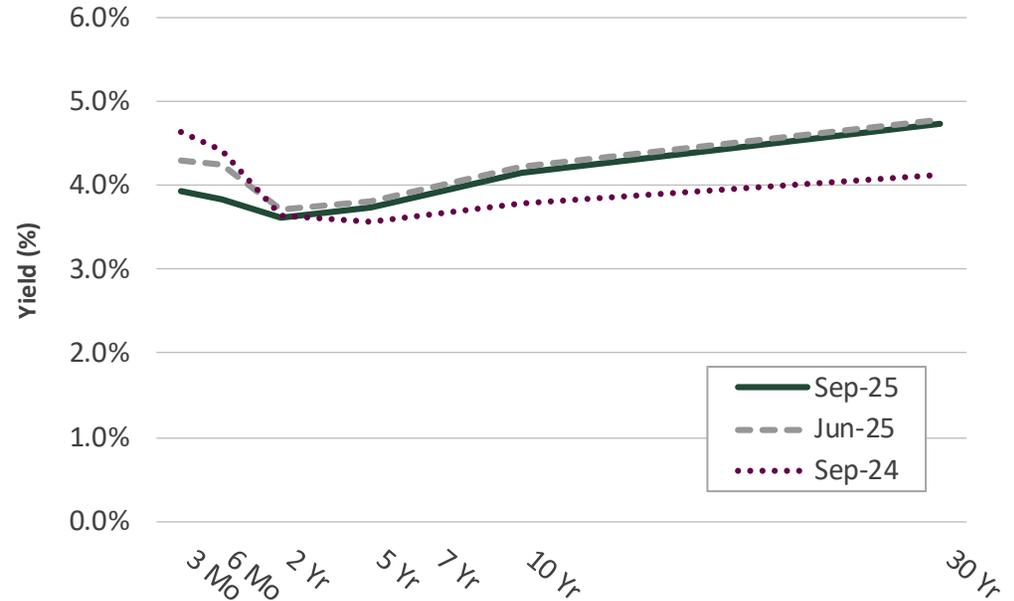
The Federal Reserve lowered its benchmark interest rate by a quarter point to a range of 4.00% to 4.25% at its September meeting, as officials responded to mounting signs of labor market weakness. Chair Jerome Powell said the move was aimed at cushioning the slowdown while keeping policy restrictive enough to fight lingering inflation. The Fed kept its balance-sheet runoff unchanged, maintaining a \$5 billion monthly cap on Treasuries and \$35 billion on agency and mortgage-backed securities. Since launching its Quantitative Tightening campaign in June 2022, the Fed has reduced its securities holdings by about \$2.35 trillion, bringing the total down to roughly \$6.6 trillion.

US Treasury Note Yields



Source: Bloomberg

US Treasury Yield Curve



Source: Bloomberg

At the end of September, the 2-year Treasury yield was 5 basis points lower, and the 10-Year Treasury yield was 40 basis points higher, year-over-year. The spread between the 2-year and 10-year Treasury yield points on the curve decreased to +54 basis points at September month-end versus +61 basis points at August month-end. The prior 2-year/10-year yield curve inversion, which spanned from July 2022 to August 2024, was historically long. The average historical spread (since 2005) is about +99 basis points. The spread between the 3-month and 10-year Treasury yield points on the curve was +21 basis points in September versus +8 basis points in August.

ACCOUNT PROFILE

OBJECTIVES

South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

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 1-3 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.

STATEMENT OF COMPLIANCE



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
BANKERS' ACCEPTANCES				
Max % (BV)	50.0	0.0	Compliant	
Max % (BV; Bankers' Acceptances, Commercial Paper, Corporate, Munis & Negotiable CDs)	50.0	8.3	Compliant	
Max % Issuer (BV)	5.0	0.0	Compliant	
Max Maturity (Years)	3.0	0.0	Compliant	
Min Rating (A-1 by 2)	0.0	0.0	Compliant	
COLLATERALIZED TIME DEPOSITS (NON-NEGOTIABLE CD/TD)				
Max % (BV; FDIC & Collateralized CD)	20.0	0.0	Compliant	
Max % Issuer (BV)	5.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
COMMERCIAL PAPER				
Max % (BV)	50.0	0.0	Compliant	
Max % (BV; Bankers' Acceptances, Commercial Paper, Corporate, Munis & Negotiable CDs)	50.0	8.3	Compliant	
Max % Issuer (BV)	5.0	0.0	Compliant	
Max Maturity (Years)	3.0	0.0	Compliant	
Min Rating (A-1 by 2)	0.0	0.0	Compliant	
CORPORATE MEDIUM TERM NOTES				
Max % (BV)	50.0	6.8	Compliant	
Max % (BV; Bankers' Acceptances, Commercial Paper, Corporate, Munis & Negotiable CDs)	50.0	8.3	Compliant	
Max % Issuer (BV)	5.0	2.0	Compliant	
Max Maturity (Years)	3.0	2.6	Compliant	
Min Rating (AA- by 2)	0.0	0.0	Compliant	
FDIC INSURED TIME DEPOSITS (NON-NEGOTIABLE CD/TD)				
Max % (BV; FDIC & Collateralized CD)	20.0	0.0	Compliant	
FEDERAL AGENCIES				
Max % (BV)	100.0	10.8	Compliant	

STATEMENT OF COMPLIANCE



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
Max Maturity (Years)	5.0	4.2	Compliant	
Min Rating (AA by 2)	0.0	0.0	Compliant	
LOCAL GOVERNMENT INVESTMENT POOL (LGIP)				
Max % (BV)	100.0	0.0	Compliant	
Max % Issuer (BV)	100.0	0.0	Compliant	
Min Rating (AAA by 1)	0.0	0.0	Compliant	
MONEY MARKET MUTUAL FUNDS				
Max % Issuer (BV)	50.0	0.4	Compliant	
Min Rating (AAA by S&P Moody's or Fitch)	0.0	0.0	Compliant	
MUNICIPAL SECURITIES (CO, LOCAL AGENCY)				
Max % (BV)	25.0	0.3	Compliant	
Max % (BV; Bankers' Acceptances, Commercial Paper, Corporate, Munis & Negotiable CDs)	50.0	8.3	Compliant	
Max % Issuer (BV)	5.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Min Rating (A- by 2)	0.0	0.0	Compliant	
MUNICIPAL SECURITIES (OTHER STATES)				
Max % (BV)	25.0	0.9	Compliant	
Max % (BV; Bankers' Acceptances, Commercial Paper, Corporate, Munis & Negotiable CDs)	50.0	8.3	Compliant	
Max % Issuer (BV)	5.0	0.3	Compliant	
Max Maturity (Years)	5.0	2.1	Compliant	
Min Rating (AA- by 2)	0.0	0.0	Compliant	
NEGOTIABLE CERTIFICATES OF DEPOSIT (NCD)				
Max % (BV)	50.0	0.6	Compliant	
Max % (BV; Bankers' Acceptances, Commercial Paper, Corporate, Munis & Negotiable CDs)	50.0	8.3	Compliant	
Max % Issuer (MV)	5.0	0.6	Compliant	
Max Maturity (Years)	3.0	0.1	Compliant	
Min Rating (A-1 by 2 or AA- by 2)	0.0	0.0	Compliant	

STATEMENT OF COMPLIANCE



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
REPURCHASE AGREEMENTS				
Max Maturity (Days)	365.0	0.0	Compliant	
Min Rating (A by 1 or A-1 by 1)	0.0	0.0	Compliant	
SUPRANATIONAL OBLIGATIONS				
Max % (BV)	100.0	5.9	Compliant	
Max % Issuer (BV)	5.0	2.7	Compliant	
Max Maturity (Years)	5.0	2.8	Compliant	
Min Rating (AA- by 2)	0.0	0.0	Compliant	
U.S. TREASURIES				
Max % (BV)	100.0	74.6	Compliant	
Max Maturity (Years)	5.0	4.9	Compliant	

PORTFOLIO CHARACTERISTICS



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

	Benchmark*	9/30/2025 Portfolio	6/30/2025 Portfolio
Average Maturity (yrs)	2.65	2.72	2.74
Average Modified Duration	2.48	2.51	2.53
Average Purchase Yield		3.75%	3.62%
Average Market Yield	3.66%	3.71%	3.80%
Average Quality**	AA+	AA+	AA+
Total Market Value		24,047,368	23,773,160

*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.

ISSUERS

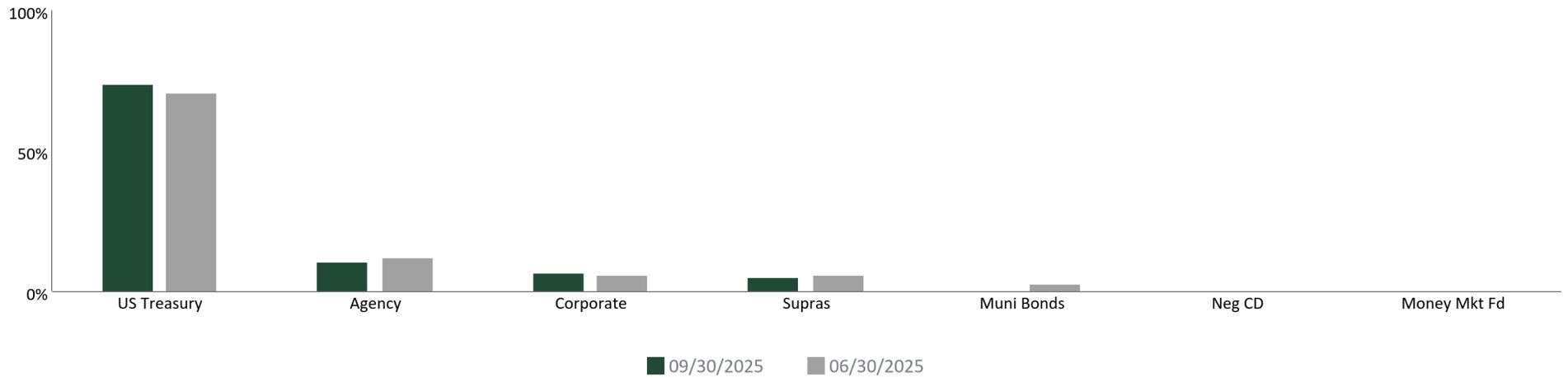


South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Issuer	Investment Type	% Portfolio
United States	US Treasury	74.51%
Federal Home Loan Banks	Agency	7.76%
Farm Credit System	Agency	3.21%
African Development Bank	Supras	2.69%
Amazon.com, Inc.	Corporate	1.97%
Apple Inc.	Corporate	1.93%
Johnson & Johnson	Corporate	1.28%
Microsoft Corporation	Corporate	1.24%
ASIAN DEVELOPMENT BANK	Supras	1.18%
International Bank for Recon and Dev	Supras	1.12%
Nordea Bank Abp	Neg CD	0.59%
Inter-American Development Bank	Supras	0.58%
Morgan Stanley	Money Mkt Fd	0.39%
Berkshire Hathaway Inc.	Corporate	0.35%
City of New York, New York	Muni Bonds	0.33%
International Finance Corporation	Supras	0.27%
State of California	Muni Bonds	0.26%
Oregon State Department of Administr	Muni Bonds	0.17%
State of New York	Muni Bonds	0.17%
Cash	Cash	0.00%
TOTAL		100.00%

SECTOR DISTRIBUTION

South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025



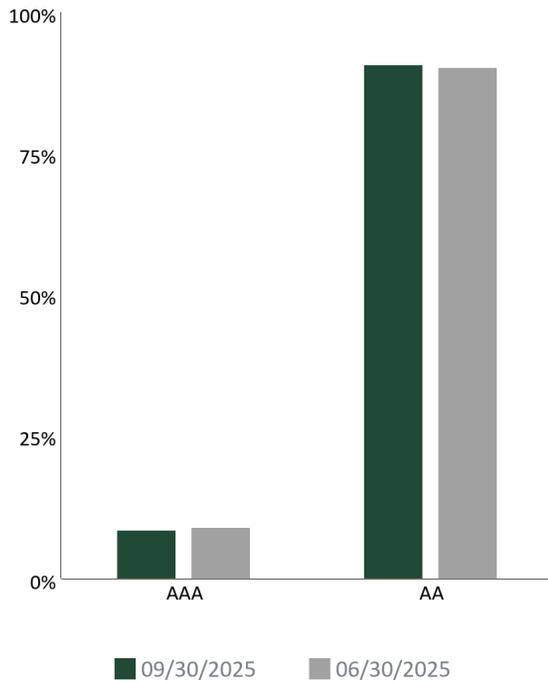
Sector as a Percentage of Market Value

Sector	09/30/2025	06/30/2025
US Treasury	74.51%	71.35%
Agency	10.96%	12.89%
Corporate	6.78%	5.98%
Supras	5.84%	5.88%
Muni Bonds	0.92%	2.98%
Neg CD	0.59%	0.59%
Money Mkt Fd	0.39%	0.32%

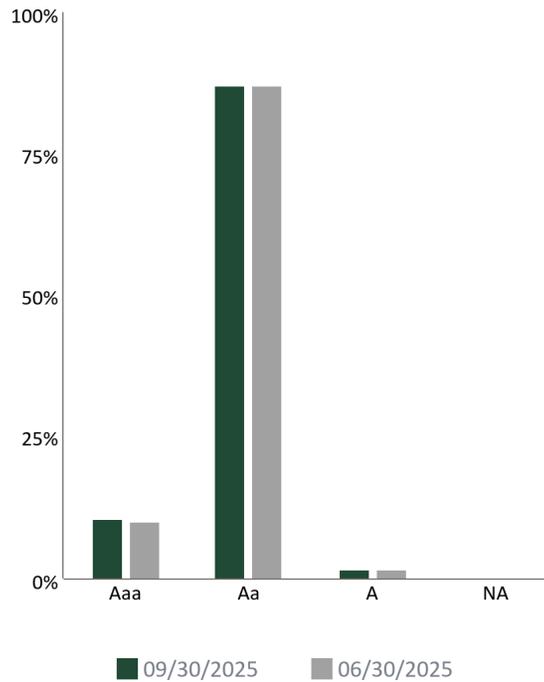
QUALITY DISTRIBUTION

South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

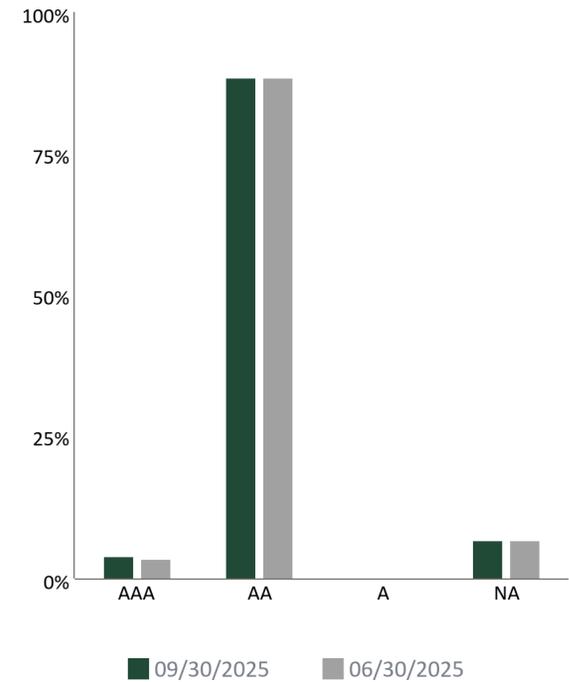
S&P Rating



Moody's Rating



Fitch Rating



Rating	09/30/2025	06/30/2025
AAA	8.91%	9.16%
AA	91.09%	90.84%

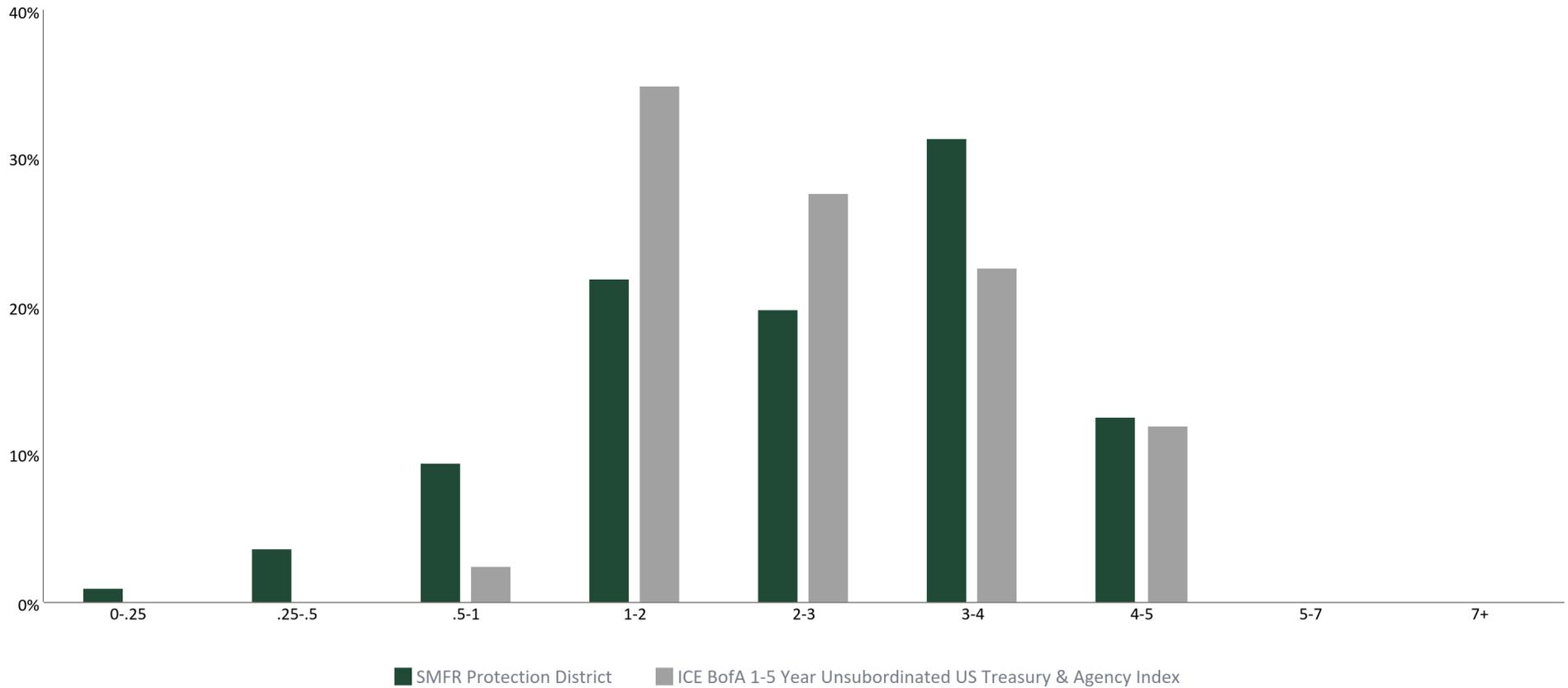
Rating	09/30/2025	06/30/2025
Aaa	10.68%	10.41%
Aa	87.19%	87.44%
A	1.97%	1.99%
NA	0.16%	0.17%

Rating	09/30/2025	06/30/2025
AAA	4.25%	3.89%
AA	88.54%	88.51%
A	0.35%	0.36%
NA	6.85%	7.24%

DURATION DISTRIBUTION

South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

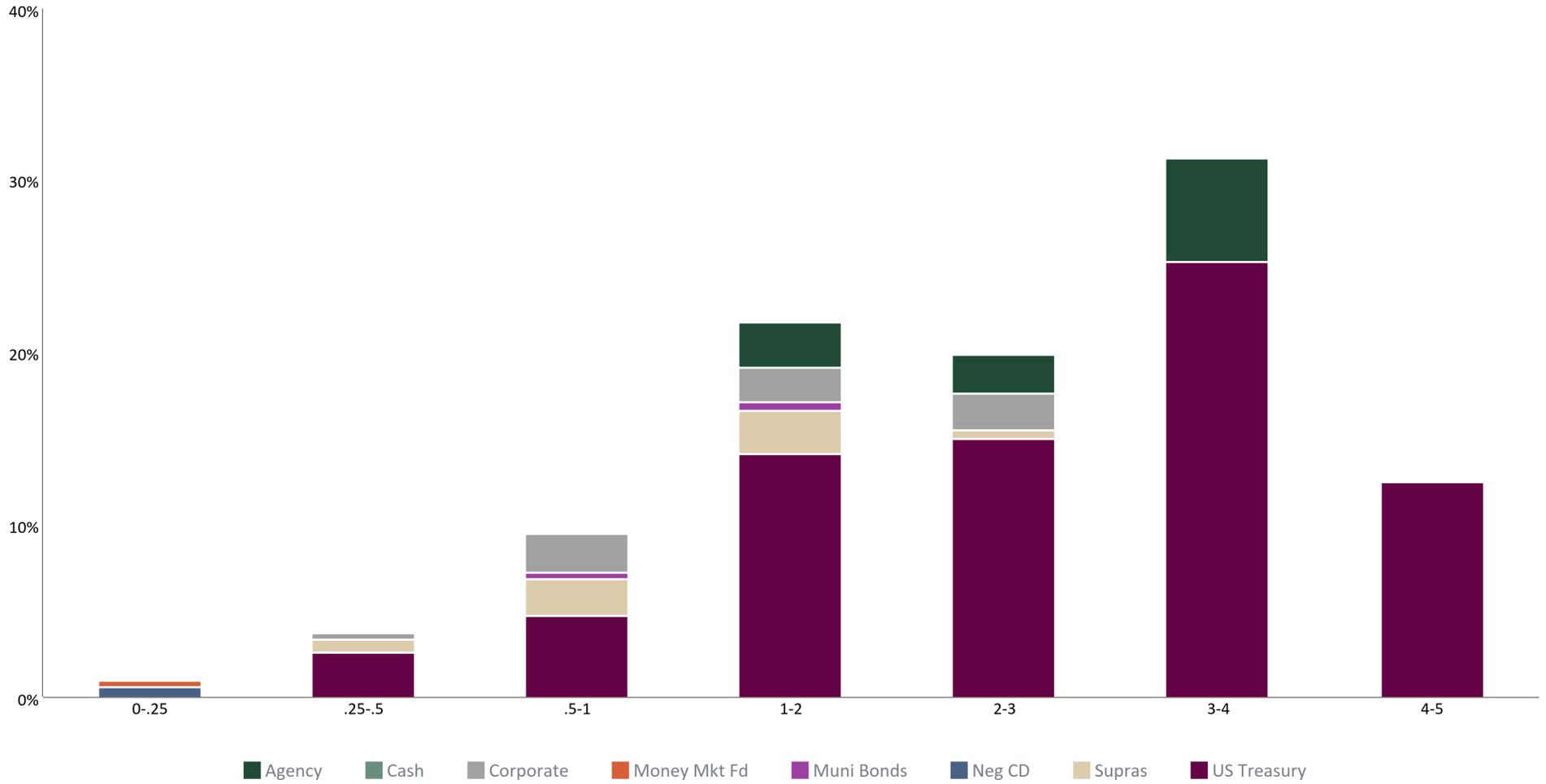
Portfolio Compared to the Benchmark



	0-0.25	0.25-0.5	0.5-1	1-2	2-3	3-4	4-5	5-7	7+
Portfolio	1.0%	3.8%	9.5%	21.9%	19.9%	31.3%	12.6%	0.0%	0.0%
ICE BofA 1-5 Year Unsubordinated US Treasury & Agency Index	0.0%	0.1%	2.6%	35.0%	27.7%	22.6%	12.0%	0.0%	0.0%

DURATION ALLOCATION

South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025



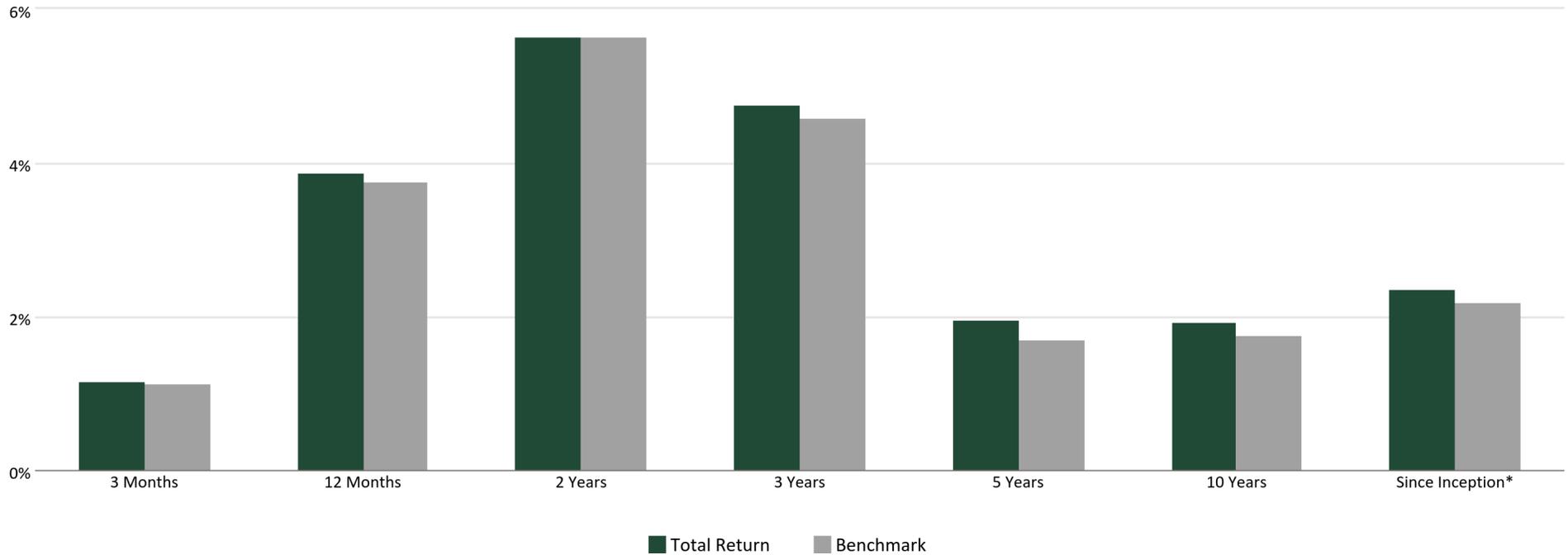
	0-25	.25-.5	.5-1	1-2	2-3	3-4	4-5	5-7	7+
09/30/2025	1.0%	3.8%	9.5%	21.9%	19.9%	31.3%	12.6%	0.0%	0.0%

INVESTMENT PERFORMANCE



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

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	1.18%	3.88%	5.65%	4.76%	1.98%	1.95%	2.37%
Benchmark	1.14%	3.77%	5.67%	4.60%	1.72%	1.76%	2.19%
Secondary Benchmark	1.17%	4.02%	5.50%	4.54%	1.71%	1.85%	2.30%

*Periods over 1 year are annualized.

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

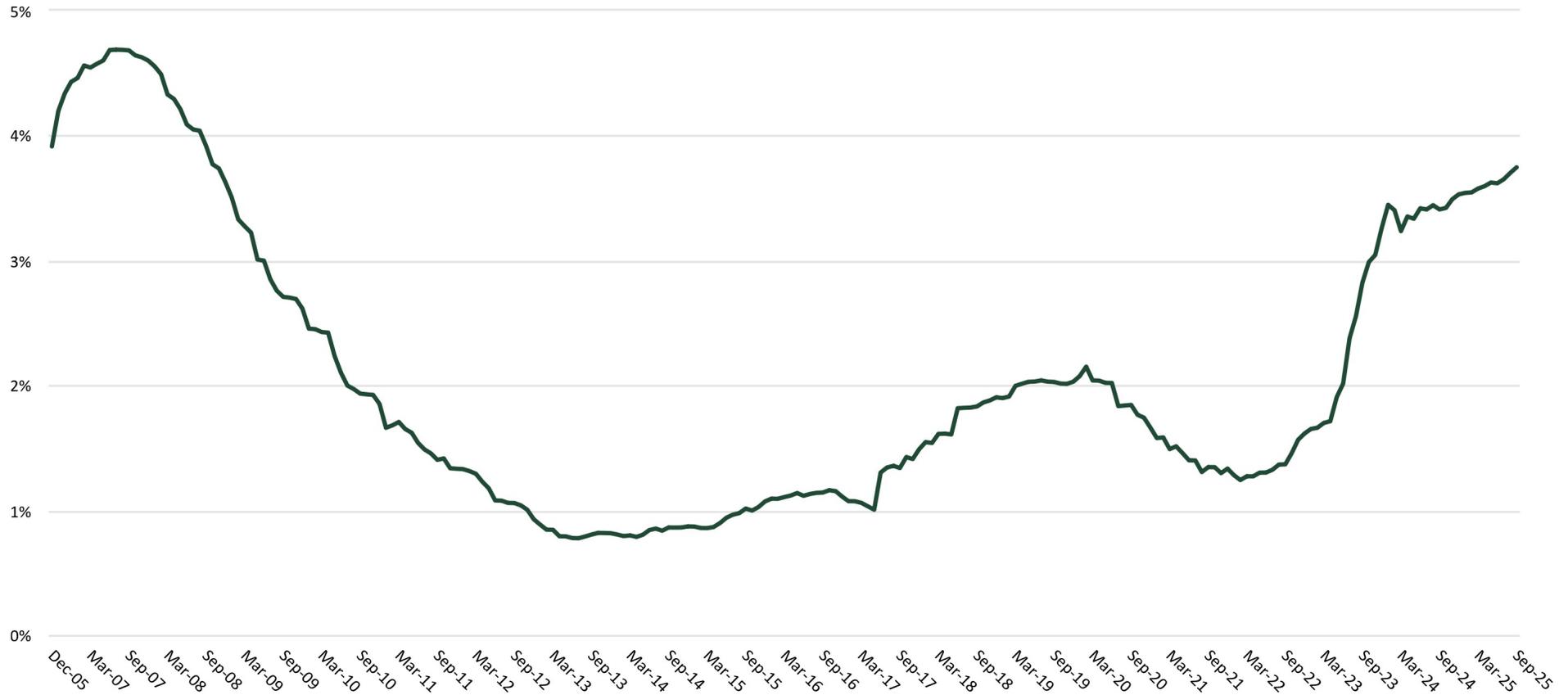
Benchmark: ICE BofA 1-5 Year Unsubordinated US Treasury & Agency Index Secondary Benchmark: ICE BofA 1-3 Year AAA-A US Corporate & Government Index

HISTORICAL AVERAGE PURCHASE YIELD



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Purchase Yield as of 09/30/25 = 3.75%



PORTFOLIO HOLDINGS

HOLDINGS REPORT



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
AGENCY									
3130A9YY1	FEDERAL HOME LOAN BANKS 2.125 12/11/2026	200,000.00	11/27/2023 4.71%	185,503.43 194,300.72	98.20 3.68%	196,399.48 1,298.61	0.82% 2,098.76	Aa1/AA+ AA+	1.20 1.16
3130ARAB7	FEDERAL HOME LOAN BANKS 2.75 03/25/2027	145,000.00	07/06/2023 4.86%	134,560.00 140,836.34	98.66 3.68%	143,060.12 66.46	0.60% 2,223.79	Aa1/AA+ AA+	1.48 1.44
3133ERFJ5	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 05/20/2027	300,000.00	05/17/2024 4.66%	298,695.00 299,289.05	101.28 3.69%	303,835.16 4,912.50	1.27% 4,546.11	Aa1/AA+ AA+	1.64 1.54
3130ATUS4	FEDERAL HOME LOAN BANKS 4.25 12/10/2027	175,000.00	05/16/2023 3.74%	178,764.25 176,806.48	101.06 3.74%	176,848.29 2,293.23	0.74% 41.82	Aa1/AA+ AA+	2.19 2.05
3130ATS57	FEDERAL HOME LOAN BANKS 4.5 03/10/2028	355,000.00	03/21/2023 3.99%	363,118.91 358,986.44	101.87 3.69%	361,633.04 931.88	1.51% 2,646.60	Aa1/AA+ AA+	2.44 2.29
3130AVBD3	FEDERAL HOME LOAN BANKS 4.5 03/09/2029	450,000.00	04/15/2024 4.72%	445,792.50 447,046.75	102.40 3.75%	460,786.79 1,237.50	1.93% 13,740.04	Aa1/AA+ AA+	3.44 3.16
3133ERAK7	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.375 04/10/2029	450,000.00	04/10/2024 4.63%	444,892.50 446,398.16	102.65 3.57%	461,945.99 9,351.56	1.93% 15,547.83	Aa1/AA+ AA+	3.53 3.19
3130ATUT2	FEDERAL HOME LOAN BANKS 4.5 12/14/2029	500,000.00	12/18/2024 4.28%	504,980.00 504,197.86	102.69 3.80%	513,433.89 6,687.50	2.15% 9,236.03	Aa1/AA+ AA+	4.21 3.76
Total Agency		2,575,000.00	4.45%	2,556,306.59 2,567,861.79	101.69 3.70%	2,617,942.78 26,779.24	10.96% 50,080.98		2.90 2.66
CASH									
CCYUSD	Receivable	330.58	--	330.58 330.58	1.00 0.00%	330.58 0.00	0.00% 0.00	Aaa/AAA AAA	0.00 0.00
Total Cash		330.58		330.58 330.58	1.00 0.00%	330.58 0.00	0.00% 0.00		0.00 0.00
CORPORATE									
084670BS6	BERKSHIRE HATHAWAY INC 3.125 03/15/2026	85,000.00	08/08/2023 4.78%	81,545.60 84,398.76	99.61 3.99%	84,668.29 118.06	0.35% 269.53	Aa2/AA A+	0.45 0.45
594918BR4	MICROSOFT CORP 2.4 08/08/2026	300,000.00	-- 5.09%	278,963.00 293,652.33	98.80 3.84%	296,410.90 1,060.00	1.24% 2,758.57	Aaa/AAA NA	0.85 0.83
037833DN7	APPLE INC 2.05 09/11/2026	265,000.00	04/29/2024 5.06%	247,422.55 257,973.09	98.38 3.81%	260,713.55 301.81	1.09% 2,740.46	Aaa/AA+ NA	0.95 0.92

HOLDINGS REPORT



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
023135CF1	AMAZON.COM INC 3.3 04/13/2027	125,000.00	07/23/2024 4.61%	120,853.75 122,665.91	99.27 3.80%	124,084.21 1,925.00	0.52% 1,418.30	A1/AA AA-	1.53 1.46
023135BC9	AMAZON.COM INC 3.15 08/22/2027	350,000.00	09/24/2024 3.68%	344,883.00 346,672.26	98.91 3.75%	346,189.14 1,194.38	1.45% (483.13)	A1/AA AA-	1.89 1.81
478160DH4	JOHNSON & JOHNSON 4.55 03/01/2028	300,000.00	03/27/2025 4.20%	302,778.00 302,278.49	101.98 3.69%	305,938.37 1,137.50	1.28% 3,659.87	Aaa/AAA NA	2.42 2.19
037833ET3	APPLE INC 4.0 05/10/2028	200,000.00	09/23/2025 3.69%	201,500.00 201,488.70	100.58 3.76%	201,157.23 3,133.33	0.84% (331.47)	Aaa/AA+ NA	2.61 2.35
Total Corporate		1,625,000.00	4.39%	1,577,945.90 1,609,129.54	99.66 3.78%	1,619,161.67 8,870.07	6.78% 10,032.13		1.64 1.53

MONEY MARKET FUND									
61747C566	MORG STAN I LQ:TRS PAR	93,150.09	-- 3.66%	93,150.09 93,150.09	1.00 3.66%	93,150.09 0.00	0.39% 0.00	Aaa/AAAm AAA	0.00 0.00
Total Money Market Fund		93,150.09	3.66%	93,150.09 93,150.09	1.00 3.66%	93,150.09 0.00	0.39% 0.00		0.00 0.00

MUNICIPAL BONDS									
64966QC81	NEW YORK N Y 3.732 05/01/2026	80,000.00	05/19/2022 3.73%	80,000.00 80,000.00	99.93 3.85%	79,942.40 1,244.00	0.33% (57.60)	Aa2/AA AA	0.58 0.56
64990FY40	NEW YORK STATE DORMITORY AUTHORITY 2.888 03/15/2027	40,000.00	03/16/2022 2.89%	40,000.00 40,000.00	98.85 3.71%	39,538.80 51.34	0.17% (461.20)	NA/AA+ AA+	1.45 1.41
68607V4L6	OREGON ST DEPT ADMINISTRATIVE SVCS LOTTERY REV 3.996 04/01/2027	40,000.00	04/26/2023 4.00%	40,000.00 40,000.00	100.28 3.80%	40,112.40 799.20	0.17% 112.40	Aa2/AAA NA	1.50 1.44
13077DTD4	CALIFORNIA ST UNIV REV 4.594 11/01/2027	60,000.00	07/20/2023 4.59%	60,000.00 60,000.00	101.55 3.81%	60,930.00 1,148.50	0.26% 930.00	Aa2/AA- NA	2.09 1.94
Total Municipal Bonds		220,000.00	3.87%	220,000.00 220,000.00	100.25 3.81%	220,523.60 3,243.04	0.92% 523.60		1.32 1.25

NEGOTIABLE CD									
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HOLDINGS REPORT



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
65558UYF3	Nordea ABP - New York Branch 5.53 11/03/2025	140,000.00	11/03/2022 5.52%	140,000.00 140,000.00	100.06 4.71%	140,088.13 3,247.34	0.59% 88.13	Aa3/AA- AA	0.09 0.09
Total Negotiable CD		140,000.00	5.52%	140,000.00 140,000.00	100.06 4.71%	140,088.13 3,247.34	0.59% 88.13		0.09 0.09
SUPRANATIONAL									
045167EZ2	ASIAN DEVELOPMENT BANK 0.5 02/04/2026	175,000.00	01/29/2021 0.58%	174,273.75 174,949.89	98.79 4.08%	172,888.21 138.54	0.72% (2,061.67)	Aaa/AAA AAA	0.35 0.34
045167FC2	ASIAN DEVELOPMENT BANK 1.0 04/14/2026	110,000.00	04/07/2021 1.00%	110,000.00 110,000.00	98.43 3.99%	108,273.52 510.28	0.45% (1,726.48)	Aaa/AAA AAA	0.54 0.52
4581X0DV7	INTER-AMERICAN DEVELOPMENT BANK 0.875 04/20/2026	140,000.00	04/13/2021 0.97%	139,358.80 139,929.42	98.33 3.95%	137,667.07 547.85	0.58% (2,262.35)	Aaa/AAA NA	0.55 0.54
00828EEF2	AFRICAN DEVELOPMENT BANK 0.875 07/22/2026	270,000.00	-- 1.87%	259,715.90 267,919.92	97.64 3.86%	263,640.79 452.81	1.10% (4,279.12)	Aaa/AAA AAA	0.81 0.79
00828EEY1	AFRICAN DEVELOPMENT BANK 4.625 01/04/2027	95,000.00	11/21/2023 4.70%	94,800.50 94,918.93	101.00 3.80%	95,948.32 1,061.82	0.40% 1,029.39	Aaa/AAA AAA	1.26 1.20
45950KDF4	INTERNATIONAL FINANCE CORP 4.375 01/15/2027	65,000.00	11/29/2023 4.49%	64,788.10 64,912.14	100.71 3.80%	65,460.14 600.48	0.27% 547.99	Aaa/AAA NA	1.29 1.23
00828EEZ8	AFRICAN DEVELOPMENT BANK 4.125 02/25/2027	130,000.00	01/18/2024 4.22%	129,637.30 129,835.22	100.46 3.78%	130,598.13 536.25	0.55% 762.90	Aaa/AAA AAA	1.41 1.34
459058KJ1	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.125 06/15/2027	140,000.00	07/12/2022 3.14%	139,927.20 139,974.73	99.05 3.70%	138,671.58 1,288.19	0.58% (1,303.15)	Aaa/AAA NA	1.71 1.63
00828EEP0	AFRICAN DEVELOPMENT BANK 4.375 11/03/2027	150,000.00	11/03/2022 4.45%	149,448.00 149,769.35	101.36 3.69%	152,042.96 2,697.92	0.64% 2,273.62	Aaa/AAA AAA	2.09 1.95
459058KT9	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.5 07/12/2028	110,000.00	09/07/2023 4.54%	105,081.90 107,173.35	99.52 3.68%	109,471.02 844.86	0.46% 2,297.68	Aaa/AAA NA	2.78 2.61
459058KW2	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.625 08/01/2028	20,000.00	09/27/2023 4.77%	19,878.80 19,929.05	102.53 3.68%	20,506.22 154.17	0.09% 577.17	Aaa/AAA NA	2.84 2.62
Total Supranational		1,405,000.00	2.75%	1,386,910.25 1,399,311.99	99.32 3.84%	1,395,167.97 8,833.18	5.84% (4,144.02)		1.23 1.17

HOLDINGS REPORT



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
US TREASURY									
91282CBH3	UNITED STATES TREASURY 0.375 01/31/2026	405,000.00	-- 0.82%	397,337.50 404,408.20	98.81 4.01%	400,179.55 255.88	1.68% (4,228.65)	Aa1/AA+ AA+	0.34 0.33
91282CBQ3	UNITED STATES TREASURY 0.5 02/28/2026	250,000.00	04/01/2021 0.87%	245,507.81 249,623.56	98.61 3.90%	246,531.25 107.04	1.03% (3,092.31)	Aa1/AA+ AA+	0.41 0.41
912828R36	UNITED STATES TREASURY 1.625 05/15/2026	200,000.00	09/29/2021 0.93%	206,273.44 200,839.93	98.67 3.80%	197,342.19 1,227.58	0.83% (3,497.74)	Aa1/AA+ AA+	0.62 0.61
91282CCF6	UNITED STATES TREASURY 0.75 05/31/2026	275,000.00	06/02/2021 0.79%	274,419.92 274,922.95	97.99 3.84%	269,483.89 693.14	1.13% (5,439.06)	Aa1/AA+ AA+	0.67 0.65
91282CCP4	UNITED STATES TREASURY 0.625 07/31/2026	150,000.00	01/03/2022 1.31%	145,371.10 149,159.14	97.44 3.78%	146,158.59 157.95	0.61% (3,000.54)	Aa1/AA+ AA+	0.83 0.81
912828YG9	UNITED STATES TREASURY 1.625 09/30/2026	540,000.00	-- 2.63%	525,511.91 534,942.17	97.98 3.71%	529,069.22 24.11	2.22% (5,872.95)	Aa1/AA+ AA+	1.00 0.98
912828U24	UNITED STATES TREASURY 2.0 11/15/2026	260,000.00	-- 2.11%	258,889.06 259,713.31	98.12 3.73%	255,104.69 1,964.13	1.07% (4,608.62)	Aa1/AA+ AA+	1.13 1.09
91282CDK4	UNITED STATES TREASURY 1.25 11/30/2026	190,000.00	12/01/2021 1.19%	190,541.80 190,126.31	97.21 3.72%	184,693.36 798.16	0.77% (5,432.95)	Aa1/AA+ AA+	1.17 1.13
91282CDQ1	UNITED STATES TREASURY 1.25 12/31/2026	360,000.00	-- 1.69%	352,430.86 358,063.02	97.03 3.71%	349,298.44 1,137.23	1.46% (8,764.58)	Aa1/AA+ AA+	1.25 1.22
912828V98	UNITED STATES TREASURY 2.25 02/15/2027	400,000.00	-- 3.25%	382,962.25 394,815.59	98.09 3.69%	392,359.38 1,149.46	1.64% (2,456.22)	Aa1/AA+ AA+	1.38 1.33
912828ZB9	UNITED STATES TREASURY 1.125 02/28/2027	450,000.00	09/05/2023 4.50%	401,027.34 430,125.36	96.51 3.68%	434,285.15 433.53	1.82% 4,159.80	Aa1/AA+ AA+	1.41 1.38
91282CEF4	UNITED STATES TREASURY 2.5 03/31/2027	200,000.00	07/25/2022 2.90%	196,476.56 198,874.31	98.31 3.67%	196,625.00 13.74	0.82% (2,249.31)	Aa1/AA+ AA+	1.50 1.45
912828X88	UNITED STATES TREASURY 2.375 05/15/2027	220,000.00	-- 3.57%	208,976.76 216,000.66	97.99 3.66%	215,582.81 1,973.57	0.90% (417.85)	Aa1/AA+ AA+	1.62 1.56
91282CEW7	UNITED STATES TREASURY 3.25 06/30/2027	245,000.00	08/30/2022 3.26%	244,846.88 244,944.71	99.35 3.63%	243,411.33 2,012.26	1.02% (1,533.38)	Aa1/AA+ AA+	1.75 1.67
91282CFB2	UNITED STATES TREASURY 2.75 07/31/2027	305,000.00	-- 3.99%	288,849.21 298,583.42	98.44 3.64%	300,234.38 1,413.11	1.26% 1,650.96	Aa1/AA+ AA+	1.83 1.76
9128282R0	UNITED STATES TREASURY 2.25 08/15/2027	430,000.00	-- 3.97%	397,376.56 417,133.51	97.52 3.63%	419,333.98 1,235.67	1.76% 2,200.48	Aa1/AA+ AA+	1.87 1.81

HOLDINGS REPORT



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
91282CFM8	UNITED STATES TREASURY 4.125 09/30/2027	400,000.00	10/12/2022 4.17%	399,250.00 399,698.43	100.96 3.62%	403,859.38 45.33	1.69% 4,160.95	Aa1/AA+ AA+	2.00 1.90
91282CGC9	UNITED STATES TREASURY 3.875 12/31/2027	250,000.00	-- 3.78%	251,037.50 250,496.63	100.55 3.62%	251,376.95 2,448.20	1.05% 880.33	Aa1/AA+ AA+	2.25 2.12
91282CMF5	UNITED STATES TREASURY 4.25 01/15/2028	300,000.00	01/22/2025 4.33%	299,367.19 299,513.31	101.36 3.62%	304,089.84 2,702.45	1.27% 4,576.53	Aa1/AA+ AA+	2.29 2.15
9128283W8	UNITED STATES TREASURY 2.75 02/15/2028	200,000.00	03/01/2023 4.21%	186,757.81 193,656.92	98.02 3.63%	196,039.06 702.45	0.82% 2,382.14	Aa1/AA+ AA+	2.38 2.26
91282CGT2	UNITED STATES TREASURY 3.625 03/31/2028	220,000.00	04/06/2023 3.36%	222,646.88 221,328.54	100.03 3.61%	220,060.16 21.91	0.92% (1,268.38)	Aa1/AA+ AA+	2.50 2.37
91282CBS9	UNITED STATES TREASURY 1.25 03/31/2028	200,000.00	06/29/2023 4.04%	175,765.63 187,268.58	94.39 3.62%	188,781.25 6.87	0.79% 1,512.67	Aa1/AA+ AA+	2.50 2.42
91282CBZ3	UNITED STATES TREASURY 1.25 04/30/2028	350,000.00	06/02/2023 3.73%	310,912.11 329,429.72	94.21 3.62%	329,724.61 1,830.84	1.38% 294.88	Aa1/AA+ AA+	2.58 2.49
91282CHA2	UNITED STATES TREASURY 3.5 04/30/2028	550,000.00	-- 4.17%	538,648.44 541,168.56	99.71 3.62%	548,410.16 8,055.71	2.30% 7,241.60	Aa1/AA+ AA+	2.58 2.41
9128284N7	UNITED STATES TREASURY 2.875 05/15/2028	650,000.00	-- 4.20%	615,685.55 629,487.45	98.13 3.63%	637,837.89 7,058.59	2.67% 8,350.44	Aa1/AA+ AA+	2.62 2.47
91282CCE9	UNITED STATES TREASURY 1.25 05/31/2028	200,000.00	08/01/2023 4.23%	173,898.44 185,594.54	94.01 3.63%	188,015.62 840.16	0.79% 2,421.08	Aa1/AA+ AA+	2.67 2.57
91282CCR0	UNITED STATES TREASURY 1.0 07/31/2028	145,000.00	11/30/2023 4.27%	125,068.16 132,862.47	92.97 3.63%	134,810.35 244.29	0.56% 1,947.88	Aa1/AA+ AA+	2.84 2.74
91282CJA0	UNITED STATES TREASURY 4.625 09/30/2028	125,000.00	12/04/2023 4.23%	127,163.09 126,346.55	102.81 3.63%	128,515.63 15.88	0.54% 2,169.07	Aa1/AA+ AA+	3.00 2.79
91282CJF9	UNITED STATES TREASURY 4.875 10/31/2028	100,000.00	03/01/2024 4.19%	102,851.56 101,887.63	103.56 3.64%	103,562.50 2,040.08	0.43% 1,674.87	Aa1/AA+ AA+	3.08 2.80
9128285M8	UNITED STATES TREASURY 3.125 11/15/2028	350,000.00	-- 4.20%	333,251.75 339,409.37	98.48 3.64%	344,667.97 4,131.28	1.44% 5,258.60	Aa1/AA+ AA+	3.13 2.91
91282CDW8	UNITED STATES TREASURY 1.75 01/31/2029	350,000.00	-- 4.12%	313,417.97 325,188.55	94.08 3.65%	329,287.11 1,031.93	1.38% 4,098.56	Aa1/AA+ AA+	3.34 3.18
9128286B1	UNITED STATES TREASURY 2.625 02/15/2029	450,000.00	04/16/2024 4.72%	409,605.47 421,781.05	96.76 3.65%	435,410.15 1,508.66	1.82% 13,629.11	Aa1/AA+ AA+	3.38 3.18
91282CKD2	UNITED STATES TREASURY 4.25 02/28/2029	200,000.00	03/14/2024 4.29%	199,625.00 199,741.99	101.90 3.65%	203,804.69 727.90	0.85% 4,062.69	Aa1/AA+ AA+	3.41 3.15

HOLDINGS REPORT



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
91282CKG5	UNITED STATES TREASURY 4.125 03/31/2029	450,000.00	04/15/2024 4.66%	439,365.23 442,496.91	101.52 3.66%	456,855.47 51.00	1.91% 14,358.57	Aa1/AA+ AA+	3.50 3.23
91282CKP5	UNITED STATES TREASURY 4.625 04/30/2029	300,000.00	04/29/2024 4.66%	299,472.66 299,622.55	103.19 3.67%	309,574.22 5,806.39	1.30% 9,951.67	Aa1/AA+ AA+	3.58 3.23
91282CKT7	UNITED STATES TREASURY 4.5 05/31/2029	750,000.00	06/25/2024 4.28%	757,353.52 755,466.12	102.80 3.67%	771,035.16 11,342.21	3.23% 15,569.04	Aa1/AA+ AA+	3.67 3.31
91282CEV9	UNITED STATES TREASURY 3.25 06/30/2029	575,000.00	-- 3.81%	560,775.39 564,082.88	98.50 3.68%	566,397.46 4,722.66	2.37% 2,314.58	Aa1/AA+ AA+	3.75 3.46
91282CLC3	UNITED STATES TREASURY 4.0 07/31/2029	575,000.00	-- 3.78%	580,599.61 579,360.58	101.11 3.69%	581,356.45 3,875.00	2.43% 1,995.87	Aa1/AA+ AA+	3.83 3.50
912828YB0	UNITED STATES TREASURY 1.625 08/15/2029	100,000.00	09/24/2024 3.48%	91,718.75 93,439.95	92.78 3.64%	92,777.34 207.54	0.39% (662.61)	Aa1/AA+ AA+	3.87 3.69
91282CLK5	UNITED STATES TREASURY 3.625 08/31/2029	675,000.00	09/13/2024 3.43%	681,090.82 679,812.08	99.76 3.69%	673,365.23 2,095.39	2.82% (6,446.85)	Aa1/AA+ AA+	3.92 3.61
91282CLN9	UNITED STATES TREASURY 3.5 09/30/2029	400,000.00	10/24/2024 4.03%	390,578.13 392,362.06	99.29 3.69%	397,171.88 38.46	1.66% 4,809.82	Aa1/AA+ AA+	4.00 3.70
91282CLR0	UNITED STATES TREASURY 4.125 10/31/2029	400,000.00	11/18/2024 4.29%	397,125.00 397,627.77	101.59 3.70%	406,359.38 6,904.89	1.70% 8,731.61	Aa1/AA+ AA+	4.08 3.67
91282CMA6	UNITED STATES TREASURY 4.125 11/30/2029	500,000.00	12/18/2024 4.25%	497,304.69 497,731.29	101.61 3.70%	508,046.88 6,931.35	2.13% 10,315.59	Aa1/AA+ AA+	4.17 3.75
91282CMG3	UNITED STATES TREASURY 4.25 01/31/2030	300,000.00	02/25/2025 4.12%	301,769.53 301,556.20	102.12 3.72%	306,351.56 2,148.10	1.28% 4,795.36	Aa1/AA+ AA+	4.34 3.91
91282CGQ8	UNITED STATES TREASURY 4.0 02/28/2030	450,000.00	05/21/2025 4.09%	448,171.88 448,310.33	101.16 3.71%	455,220.70 1,541.44	1.91% 6,910.38	Aa1/AA+ AA+	4.41 4.01
91282CMU2	UNITED STATES TREASURY 4.0 03/31/2030	475,000.00	-- 3.80%	479,269.53 478,944.91	101.14 3.72%	480,436.52 52.20	2.01% 1,491.61	Aa1/AA+ AA+	4.50 4.09
91282CMZ1	UNITED STATES TREASURY 3.875 04/30/2030	475,000.00	-- 3.79%	476,768.56 476,629.49	100.63 3.72%	478,005.86 7,702.62	2.00% 1,376.36	Aa1/AA+ AA+	4.58 4.10
91282CNG2	UNITED STATES TREASURY 4.0 05/31/2030	500,000.00	06/25/2025 3.87%	502,773.44 502,623.98	101.17 3.72%	505,859.38 6,721.31	2.12% 3,235.39	Aa1/AA+ AA+	4.67 4.17
91282CNK3	UNITED STATES TREASURY 3.875 06/30/2030	300,000.00	07/15/2025 4.05%	297,714.84 297,812.05	100.61 3.73%	301,839.84 2,937.84	1.26% 4,027.79	Aa1/AA+ AA+	4.75 4.26
91282CNN7	UNITED STATES TREASURY 3.875 07/31/2030	475,000.00	08/15/2025 3.85%	475,593.75 475,579.30	100.60 3.74%	477,857.42 3,101.05	2.00% 2,278.12	Aa1/AA+ AA+	4.83 4.35

HOLDINGS REPORT



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
91282CNX5	UNITED STATES TREASURY 3.625 08/31/2030	300,000.00	09/23/2025 3.69%	299,109.38 299,112.84	99.48 3.74%	298,453.13 931.28	1.25% (659.71)	Aa1/AA+ AA+	4.92 4.45
Total US Treasury		17,920,000.00	3.65%	17,478,306.22 17,689,707.71	99.36 3.69%	17,794,910.38 115,119.80	74.51% 105,202.67		2.96 2.73
Total Portfolio		23,978,480.67	3.75%	23,452,949.63 23,719,491.70	99.26 3.71%	23,881,275.20 166,092.67	100.00% 161,783.50		2.72 2.51
Total Market Value + Accrued						24,047,367.87			

TRANSACTIONS

TRANSACTION LEDGER



South Metro Fire Rescue Fire Protection District | Account #540 | 07/01/2025 Through 09/30/2025 |

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
ACQUISITIONS										
Purchase	07/16/2025	91282CNK3	300,000.00	UNITED STATES TREASURY 3.875 06/30/2030	99.238	4.05%	(297,714.84)	(505.43)	(298,220.27)	0.00
Purchase	08/18/2025	91282CMZ1	100,000.00	UNITED STATES TREASURY 3.875 04/30/2030	100.172	3.83%	(100,171.88)	(1,158.29)	(101,330.17)	0.00
Purchase	08/18/2025	91282CMU2	100,000.00	UNITED STATES TREASURY 4.0 03/31/2030	100.695	3.83%	(100,695.31)	(1,530.05)	(102,225.36)	0.00
Purchase	08/18/2025	91282CNN7	475,000.00	UNITED STATES TREASURY 3.875 07/31/2030	100.125	3.85%	(475,593.75)	(900.31)	(476,494.06)	0.00
Purchase	09/24/2025	037833ET3	200,000.00	APPLE INC 4.0 05/10/2028	100.750	3.69%	(201,500.00)	(2,977.78)	(204,477.78)	0.00
Purchase	09/24/2025	91282CNX5	300,000.00	UNITED STATES TREASURY 3.625 08/31/2030	99.703	3.69%	(299,109.38)	(720.99)	(299,830.37)	0.00
Total Purchase			1,475,000.00				(1,474,785.16)	(7,792.85)	(1,482,578.01)	0.00
TOTAL ACQUISITIONS			1,475,000.00				(1,474,785.16)	(7,792.85)	(1,482,578.01)	0.00
DISPOSITIONS										
Call Redemption	08/01/2025	60412AVJ9	(55,000.00)	MINNESOTA ST 0.63 08/01/2025	100.000	0.63%	55,000.00	0.00	55,000.00	0.00
Total Call Redemption			(55,000.00)				55,000.00	0.00	55,000.00	0.00
Maturity	07/01/2025	341271AD6	(285,000.00)	FLORIDA ST BRD ADMIN FIN CORP REV 1.258 07/01/2025	100.000	1.19%	285,000.00	0.00	285,000.00	0.00
Maturity	08/01/2025	54438CYK2	(75,000.00)	LOS ANGELES CALIF CMNTY COLLEGE DIST 0.773 08/01/2025	100.000	0.77%	75,000.00	0.00	75,000.00	0.00
Maturity	08/01/2025	799408Z85	(70,000.00)	SAN RAMON VALLEY CALIF UNI SCH DIST 0.74 08/01/2025	100.000	0.74%	70,000.00	0.00	70,000.00	0.00

TRANSACTION LEDGER



South Metro Fire Rescue Fire Protection District | Account #540 | 07/01/2025 Through 09/30/2025 |

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
Maturity	09/04/2025	3130AK5E2	(35,000.00)	FEDERAL HOME LOAN BANKS 0.375 09/04/2025	100.000	0.44%	35,000.00	0.00	35,000.00	0.00
Total Maturity			(465,000.00)				465,000.00	0.00	465,000.00	0.00
Sale	08/18/2025	91282CJR3	(200,000.00)	UNITED STATES TREASURY 3.75 12/31/2028	99.977	4.35%	199,953.13	998.64	200,951.77	3,549.26
Sale	08/18/2025	91282CAZ4	(200,000.00)	UNITED STATES TREASURY 0.375 11/30/2025	98.922	0.69%	197,843.75	161.89	198,005.64	(1,979.75)
Sale	09/24/2025	3130ANED8	(100,000.00)	FEDERAL HOME LOAN BANKS 1.0 07/27/2026	97.508	3.24%	97,508.00	158.33	97,666.33	(699.29)
Sale	09/24/2025	3135G06G3	(305,000.00)	FEDERAL NATIONAL MORTGAGE ASSOCIATION 0.5 11/07/2025	99.554	0.55%	303,639.70	580.35	304,220.05	(1,342.37)
Total Sale			(805,000.00)				798,944.58	1,899.21	800,843.79	(472.14)
TOTAL DISPOSITIONS			(1,325,000.00)				1,318,944.58	1,899.21	1,320,843.79	(472.14)

IMPORTANT DISCLOSURES



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

2025 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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This report is provided for informational purposes only and should not be construed as a specific investment or legal advice. The information contained herein was obtained from sources believed to be reliable as of the date of publication, but may become outdated or superseded at any time without notice. Any opinions or views expressed are based on current market conditions and are subject to change. This report may contain forecasts and forward-looking statements which are inherently limited and should not be relied upon as indicator of future results. Past performance is not indicative of future results. This report is not intended to constitute an offer, solicitation, recommendation or advice regarding any securities or investment strategy and should not be regarded by recipients as a substitute for the exercise of their own judgment.

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.

BENCHMARK DISCLOSURES



South Metro Fire Rescue Fire Protection District | Account #540 | As of September 30, 2025

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.

BOARD OF DIRECTORS AGENDA ITEM STAFF REPORT



Meeting Date: 11/10/2025

Agenda Item Type: Discussion Item

Agenda Item: Public Hearing of 2026 Proposed Budget and Related Draft Resolutions

Submitted By: Stephanie Corbo, CFO

Approved: John Curtis, Fire Chief

SUMMARY:

Draft Resolutions to adopt and appropriate the 2026 budget, set fees, and certify mill levies.

BACKGROUND:

By state law C.R.S. 29-1-103, the Board of Directors must adopt the budget and certify mill levies for the following year by December 15.

Summary of 2026 Proposed Budget

	General Fund	Capital Projects Fund	Cherry Hills Pension Fund	Building Rental Fund	Self-Insurance Fund	South Metro Fire Rescue Total
Beginning Fund Balance	51,292,078	29,534,230	1,431,821	413,836	4,463,281	87,135,246
Total Revenues	240,504,189	2,328,846	444,117	683,524	20,347,521	264,308,196
Total Expenditures	(200,568,584)	(22,408,445)	(222,663)	(820,000)	(20,073,217)	(244,092,909)
Total Interfund Transfers	(26,000,000)	26,000,000	-	-	-	-
Gain/Loss	13,935,605	5,920,400	221,454	(136,476)	274,304	20,215,287
Ending Fund Balance	65,227,683	35,454,630	1,653,275	277,360	4,737,585	107,350,533

Interfund Transfer from General Fund to Capital Projects Fund is recorded as an Expenditure in the General Fund and a Revenue in the Capital Projects Fund on the adopting resolution.

FINANCIAL IMPACT:

The proposed fees result in budgeted revenues of \$18,679,809 for ambulance transport fees and \$2,536,03 for Permit/Plan Review Fees. The proposed mill levies result in budgeted revenues of \$203,856,720. The proposed budget includes total revenues of \$264,308,196 and total expenditures of \$244,092,909 for a net impact of \$107,350,533.

STRATEGIC INITIATIVE:

Strategic, Sustainable Fiscal Stewardship

RECOMMENDED ACTION/MOTION:

Staff recommends the Board consider the proposed budget and draft resolutions for adoption at the November 17, 2025 public meeting.

ALTERNATIVE OPTIONS:

The presentation also includes a recommendation from the Budget and Finance Committee to consider a greater transfer from the General Fund to the Capital Projects Fund. Staff seeks direction on which transfer amount to include in the budget for adoption.

ATTACHMENTS:

1. BOD Budget Presentation 11.10.2025
2. Draft Resolution 2025-09: 2026 Budget Adoption
3. Draft Resolution 2025-10: 2026 Ambulance Transport Fees
4. Draft Resolution 2025-11: 2026 Permit/Plan Review Fees
5. SMFR FMO Fee Schedule Comparison 2025.11.10
6. Draft Resolution 2025-12: 2026 Mill Levies



South Metro Fire Rescue

Board of Directors
2026 Proposed Budget
November 10, 2025

2026 Budget Hearing Notice

C.R.S. 29-1-106 directs the publication of a notice of a hearing for the purpose of considering the proposed budget. The following notices were duly published:

Collins, Cole, Winn & Ulmer PLLC
165 S. Union Blvd, Suite 785
Lakewood, Colorado, 80228

AFFIDAVIT OF PUBLICATION

State of Colorado)
County of Arapahoe) ss

This Affidavit of Publication for the Littleton Independent, a Weekly newspaper, printed and published for the County of Arapahoe, State of Colorado, hereby certifies that the attached legal notice was published in said newspaper once in each week, for 1 successive week(s), the last of which publication was made on 10/30/2025, and that copies of each number of said paper in which said Public Notice was published were delivered by carriers or transmitted by mail to each of the subscribers of said paper, according to their accustomed mode of business in this office.

PUBLICATION DATES: October 30, 2025



For The Littleton Independent

State of Colorado)
County of Arapahoe) ss

The above Affidavit and Certificate of Publication was subscribed and sworn to before me by the above named Erin Adams, director of said newspaper, who is personally known to me to be the identical person in the above certificate on 10/30/2025, Erin Adams has verified to me that she has adopted an electronic signature to function as her signature on this document.

20134029363-829749
Jean Schaffer
Notary Public
My commission ends January 16, 2028

JEAN SCHAFER
NOTARY PUBLIC - STATE OF COLORADO
NOTARY ID 20134029363
MY COMMISSION EXPIRES JAN 16, 2028

Public Notice
NOTICE Concerning
PROPOSED 2026 BUDGET HEARING
SOUTH METRO FIRE
RESCUE FIRE PROTECTION DISTRICT

NOTICE is hereby given that a proposed budget has been submitted to the Board of Directors of South Metro Fire Rescue Fire Protection District for the calendar year of 2026. A copy of such proposed budget has been filed in the office of the District at 9195 E. Mineral Avenue, Centennial, Colorado, where the same is open for public inspection.

NOTICE is further given that such proposed 2026 budget will be considered at a public hearing of the Board of Directors of the District to be held at 9195 E. Mineral Avenue, Centennial, Colorado on Monday, November 10, 2025, at 6:00 p.m. Any elector within the District may, at any time prior to the final adoption of the budget, inspect the budget and file or register any objections thereto.

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

By: /s/ Stephanie Corbo
Chief Financial Officer

Legal Notice No. LR 3141
Publication: October 30, 2025
Publisher: Littleton Independent

Collins, Cole, Winn & Ulmer PLLC
165 S. Union Blvd, Suite 785
Lakewood, Colorado, 80228

AFFIDAVIT OF PUBLICATION

State of Colorado)
County of Douglas) ss

This Affidavit of Publication for the Douglas County News Press, a Weekly newspaper, printed and published for the County of Douglas, State of Colorado, hereby certifies that the attached legal notice was published in said newspaper once in each week, for 1 successive week(s), the last of which publication was made on 10/30/2025, and that copies of each number of said paper in which said Public Notice was published were delivered by carriers or transmitted by mail to each of the subscribers of said paper, according to their accustomed mode of business in this office.

PUBLICATION DATES: October 30, 2025



For The Douglas County News Press

State of Colorado)
County of Douglas) ss

The above Affidavit and Certificate of Publication was subscribed and sworn to before me by the above named Erin Adams, director of said newspaper, who is personally known to me to be the identical person in the above certificate on 10/30/2025, Erin Adams has verified to me that she has adopted an electronic signature to function as her signature on this document.

20134029363-668847
Jean Schaffer
Notary Public
My commission ends January 16, 2028

JEAN SCHAFER
NOTARY PUBLIC - STATE OF COLORADO
NOTARY ID 20134029363
MY COMMISSION EXPIRES JAN 16, 2028

Public Notice
NOTICE Concerning
PROPOSED 2026 BUDGET HEARING
SOUTH METRO FIRE
RESCUE FIRE PROTECTION DISTRICT

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SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

By: /s/ Stephanie Corbo
Chief Financial Officer

Legal Notice No. DC 2182
Publication: October 30, 2025
Publisher: Douglas County News Press

Collins, Cole, Winn & Ulmer PLLC
165 S. Union Blvd, Suite 785
Lakewood, Colorado, 80228

AFFIDAVIT OF PUBLICATION

State of Colorado)
County of Jefferson) ss

This Affidavit of Publication for the Jeffco Transcript, a Weekly newspaper, printed and published for the County of Jefferson, State of Colorado, hereby certifies that the attached legal notice was published in said newspaper once in each week, for 1 successive week(s), the last of which publication was made on 10/30/2025, and that copies of each number of said paper in which said Public Notice was published were delivered by carriers or transmitted by mail to each of the subscribers of said paper, according to their accustomed mode of business in this office.

PUBLICATION DATES: October 30, 2025



For The Jeffco Transcript

State of Colorado)
County of Jefferson) ss

The above Affidavit and Certificate of Publication was subscribed and sworn to before me by the above named Erin Adams, director of said newspaper, who is personally known to me to be the identical person in the above certificate on 10/30/2025, Erin Adams has verified to me that she has adopted an electronic signature to function as her signature on this document.

20134029363-906918
Jean Schaffer
Notary Public
My commission ends January 16, 2028

JEAN SCHAFER
NOTARY PUBLIC - STATE OF COLORADO
NOTARY ID 20134029363
MY COMMISSION EXPIRES JAN 16, 2028

Public Notice
NOTICE Concerning
PROPOSED 2026 BUDGET HEARING
SOUTH METRO FIRE
RESCUE FIRE PROTECTION DISTRICT

NOTICE is hereby given that a proposed budget has been submitted to the Board of Directors of South Metro Fire Rescue Fire Protection District for the calendar year of 2026. A copy of such proposed budget has been filed in the office of the District at 9195 E. Mineral Avenue, Centennial, Colorado, where the same is open for public inspection.

NOTICE is further given that such proposed 2026 budget will be considered at a public hearing of the Board of Directors of the District to be held at 9195 E. Mineral Avenue, Centennial, Colorado on Monday, November 10, 2025, at 6:00 p.m. Any elector within the District may, at any time prior to the final adoption of the budget, inspect the budget and file or register any objections thereto.

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

By: /s/ Stephanie Corbo
Chief Financial Officer

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Proposed Budget by Fund



2026 Proposed Budget: General Fund

Key Assumptions:

- Property Taxes includes 3 additional mills & HB24B-1001 Assessment Rate, and does not include Abatements
- Adopt Fire Marshall Office & Ambulance Fee Rates
- Compensation Increase based on Collective Bargaining Agreement (Line) & Korn Ferry (Staff)
 - Academies & Line Attrition
- Permanent Reductions
- Additional Staff, Alternate Response & Professional Development
- Increased Capital Transfer



General Fund - Changes Compared to 10/15 Proposed Budget*

	10/15/2025 Proposed Budget	11/10/2025 New Revenue Budget
Beginning Fund Balance	51,292,078	51,292,078
Revenues		
Property Taxes	153,932,625	203,856,720
Abatements	1,431,157	-
Specific Ownership Tax	10,111,072	10,111,072
Ambulance Transport Fees	18,679,809	18,679,809
Medicaid Supplemental Fee	-	-
Permit/Plan Review Fees	2,536,003	2,536,003
Other Income	3,413,099	3,413,099
JACC Revenue	320,800	320,800
Leases (GASB 87)	346,685	346,685
SBITA (GASB 96)	240,000	1,240,000
Total Revenues	191,011,251	240,504,189
Expenses		
Salaries	(110,118,114)	(111,849,125)
Attrition - Freeze staff vacant positions 1/2 yr	518,629	-
Project Meeting OT - Contingent	450,169	-
Operating Exp - Permanent	1,262,037	1,042,037
Operating Exp - Contingent	1,681,373	-
New Staff FTE requested for 2026	-	(948,220)
Alternate Response Staff	-	(675,000)
Benefits	(42,636,941)	(43,410,101)
Overtime	(16,368,353)	(16,368,353)
Professional Development- Succession Support	-	(500,000)
Treasurers fees	(2,330,457)	(3,057,851)
Operating Expenses - Baseline budget	(22,343,884)	(22,343,884)
JACC Expenses	(320,800)	(320,800)
Leases (GASB 87)	(346,685)	(346,685)
SBITA (GASB 96)	(240,000)	(1,240,000)
Leases (Annual) :Equipment,	(550,602)	(550,602)
Total Expenses	(191,343,628)	(200,568,584)
Gain/Loss	(332,378)	39,935,605
CPF Transfer	(4,783,966)	(26,000,000)
Change to Fund Balance	(5,116,343)	13,935,605
Ending Fund Balance	46,175,735	65,227,683
Reserve Threshold (%)	24%	33%

11/10/2025 Variance	11/10/2025 Notes
-	
49,924,095	Added 3.000 Mills to levy
(1,431,157)	Excluded Abatements (Temporary Reduction)
-	
-	
-	
-	
-	
-	
1,000,000	Increased by \$1,000,000 based on recent trend in alignment with 2025 budget amendment
49,492,938	
(1,731,011)	2 Academies Added (April/September)
(518,629)	Removed Freeze
(450,169)	Removed Contingent Project / Meeting Overtime Save - Includes Support for Academy
(220,000)	Added Needed PPE Expense back into budget
(1,681,373)	Removed Contingent Saves (and Contingent Election Expenses)
(948,220)	Added Staffing Request
(675,000)	Added Alternate Response Staff Request
(773,160)	Benefits for Recruits
(0)	
(500,000)	Added Training & Professional Development for Succession Support
(727,394)	Proportionate increase in fees
-	
-	
(1,000,000)	Increased by \$1,000,000 based on recent trend in alignment with 2025 budget amendment
-	
(9,224,955)	
40,267,983	
(21,216,034)	
19,051,949	
19,051,949	
8%	

*Items outlined in red also represent changes from 10/20 Budget Workshop



2026 Proposed Budget: General Fund

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026
Beginning Fund Balance	49,908,875	54,854,826	54,854,826	54,854,826	51,292,078
Revenues					
Property Taxes	163,300,275	154,553,966	152,452,020	153,197,255	203,856,720
Abatements	-	666,134	-	-	-
Specific Ownership Tax	10,189,828	10,080,409	7,604,995	10,149,636	10,111,072
Ambulance Transport Fees	14,951,172	18,816,657	10,374,049	17,722,009	18,679,809
Medicaid Supplemental Fee	7,234,628	7,234,628	-	7,020,710	-
Permit/Plan Review Fees	2,030,546	2,239,516	1,342,303	2,333,567	2,536,003
Other Income	6,985,784	3,972,371	4,303,581	5,653,315	3,413,099
JACC Revenue	597,515	270,500	270,500	270,500	320,800
Leases (GASB 87)	336,533	194,980	-	194,980	346,685
SBITA (GASB 96)	1,201,040	-	-	-	1,240,000
Total Revenues	206,827,321	198,029,161	176,347,447	196,541,972	240,504,189
Expenses					
Salaries	(95,280,939)	(108,837,957)	(76,907,398)	(105,802,318)	(111,849,125)
Attrition - Freeze staff vacant positions 1/2 yr	-	-	-	-	-
Project Meeting OT - Contingent	-	-	-	-	-
Operating Exp - Permanent	-	-	-	-	1,042,037
Operating Exp - Contingent	-	-	-	-	-
New Staff FTE requested for 2026	-	-	-	-	(948,220)
Alternate Response Staff	-	-	-	-	(675,000)
Benefits	(38,317,336)	(40,756,133)	(29,227,599)	(39,206,344)	(43,410,101)
Overtime	(12,612,654)	(10,842,059)	(10,783,684)	(14,281,696)	(16,368,353)
Professional Development- Succession Support	-	-	-	-	(500,000)
Treasurers fees	(2,451,545)	(2,318,277)	(2,285,624)	(2,297,959)	(3,057,851)
Operating Expenses - Baseline budget	(20,551,534)	(22,738,461)	(14,710,485)	(22,568,443)	(22,343,884)
JACC Expenses	(625,666)	(372,842)	(180,582)	(372,842)	(320,800)
Leases (GASB 87)	(336,533)	(194,980)	-	(194,980)	(346,685)
SBITA (GASB 96)	(1,201,040)	-	-	-	(1,240,000)
Leases (Annual) :Equipment,	(504,123)	(531,200)	(406,084)	(529,999)	(550,602)
Total Expenses	(171,881,370)	(186,591,908)	(134,501,455)	(185,254,581)	(200,568,584)
Gain/Loss	34,945,951	11,437,253	41,845,991	11,287,391	39,935,605
CPF Transfer	(30,000,000)	(15,000,000)	(15,000,000)	(15,000,000)	(26,000,000)
Net Change to Fund Balance	4,945,951	(3,562,747)	26,845,991	(3,712,609)	13,935,605
Ending Fund Balance	54,854,826	51,292,078	81,700,817	51,142,217	65,227,683
Reserve Threshold (%)	32%	27%	61%	28%	33%

2026 Proposed Budget: General Fund Fee Schedules

As discussed at the 10/6 Budget Workshop,
Proposed Fee Schedules are As Follows:

- Ambulance Fees:
 - \$1900 / trip
 - \$31 / mile
- Fire Marshal's Office:
 - 3.5% Increase to All Fees
 - Increase Tied to Salary, Main Cost Component
 - See Separate Document in Packet for Detailed Fee Schedule



2026 Proposed Budget: Capital Projects Fund

Key Assumptions:

- Fully Fund Capital Plan
 - Academy Recruit Equipment
 - Includes Capital Required to Fully Maintain Current Assets
 - Station 33 Rebuild
 - Fleet Center & Logistics Relocation
 - Extraction & PPE Equipment
 - Alternate Response Vehicle
 - No Separate Provision for Tariffs



2026 Proposed Budget: Capital Projects Fund

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Proposed Budget 2026*
Beginning Fund Balance	11,475,611	25,465,773	25,465,773	25,465,773	29,534,230
Revenues					
Interest Revenue	1,454,377	585,000	604,345	1,267,052	1,166,587
Reimbursements	-	-	55,686	55,686	500,000
Parker Excise Tax	413,856	150,000	557,347	655,702	662,259
Total Revenues	1,868,233	735,000	1,217,378	1,978,440	2,328,846
Expenses					
Equipment	(4,475,402)	(1,773,189)	(1,524,273)	(1,773,189)	(2,573,552)
Facilities	(8,598,787)	(4,280,070)	(1,986,678)	(2,980,070)	(17,747,758)
Vehicles	(4,803,882)	(5,613,284)	(4,765,106)	(5,613,284)	(2,087,135)
Parker Dedicated Projects	-	-	-	-	-
Total Expenses	(17,878,071)	(11,666,543)	(8,276,057)	(10,366,543)	(22,408,445)
Total Interfund Transfers	30,000,000	15,000,000	15,000,000	15,000,000	26,000,000
Gain/Loss	13,990,162	4,068,457	7,941,321	6,611,897	5,920,401
Ending Fund Balance	25,465,773	29,534,230	33,407,094	32,077,670	35,454,631
Parker Restricted Fund Balance	2,565,650	2,715,650	3,122,997	3,371,352	3,377,909
Assigned Fund Balance - Capital Projects	22,900,123	26,818,580	30,284,097	28,706,318	32,076,722
Unrestricted Reserve (%)	128.1%	229.9%	365.9%	276.9%	143.1%

*2026 Proposed Budget Beginning Fund Balance is based on 2025 Budgeted Ending Fund Balance



2026 Capital Expense Requests

Per 11/10/25 Budget Presentation	2026
Equipment	
Vmware servers Dispatch replacement	500,000
ERP Enhancements (PowerApps)	75,000
Bunker Gear Lifecycle Replacement (<i>See BunkerGearExpiring</i>)	583,000
Bunker Gear Recruits X 2 sets	373,120
New FTE PPE Outfitting for Alt Resp & New Stations	62,629
DVR (In-vehicle Radio Repeater)	75,000
Annual Station and Gym Equipment replacement	23,759
SCBA Station Equipment & Maintenance	172,000
Extrication Tool Complement - Engine 36	73,000
Replacement/reserve hose.	68,695
K-Saw (Cutoff Saw) phased 5 year replacement (11 per year @ \$3199 Each)	36,350
Other Equipment Replacement	75,000
Generator	155,000
Blackline Atmospheric Meter Replace (5 year warranty cycle ongoing)	301,000
Total Equipment	2,573,552
Facilities	
Lease (warehouse) for 60 months - moved to G&A	
HQ Remodel/ Mineral Basement Remodel (Clinic/IT)	750,000
Existing facilities maintenance / remodels 33 Infrastructure @ \$9M 1%	3,147,158
Station Replacements	
Station 16 Renovation	250,000
Station 33 Rebuild	3,600,600
New Construction	
<i>Fleet Center New Build - Relocation Phase 1</i>	<i>10,000,000</i>
Facilities Total	17,747,758
Vehicles	
Alternate Response Model add 1	356,385
Vehicles	1,505,000
Upfitting	225,750
Vehicles Total	2,087,135
Total Capital Projects	22,408,445



2026 Proposed Budget: Cherry Hills Pension Fund

Key Assumptions:

- Property Tax Revenues based on Full Collection of 0.5 Cherry Hills Mill Levy per Current Trend
- Expenses based on Required Contribution Provided in most recent Actuarial Study from Gabriel, Roeder, Smith & Company (GRS) dated 2024/01/01
- Estimated Expenses to remain flat through 2028 per above study



2026 Proposed Budget: Cherry Hills Pension Fund

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Proposed Budget 2026
Beginning Fund Balance	988,343	1,222,105	1,222,105	1,222,105	1,431,821
Revenues					
Property Taxes	366,556	371,836	369,497	373,032	373,032
Specific Ownership Taxes	21,658	22,880	15,086	20,262	20,428
Net Investment Earnings	67,792	60,000	47,908	60,572	50,657
Total Revenues	456,006	454,716	432,491	453,866	444,117
Expenditures					
Contribution to Pension Plan	(216,735)	(239,422)	-	(216,735)	(216,735)
Treasurer's Fees	(5,509)	(5,578)	(5,549)	(5,595)	(5,928)
Total Expenditures	(222,244)	(245,000)	(5,549)	(222,330)	(222,663)
Gain/Loss	233,762	209,716	426,942	231,536	221,454
Ending Fund Balance	1,222,105	1,431,821	1,649,047	1,453,642	1,653,275



2026 Proposed Budget: Building Rental Fund

Key Assumptions:

- Rental Revenue remains flat based on current lease agreement
- CAM Revenue driven by Proposed Expenditure Budget
- Expenditures Increase based on Rising Utility, Repair & Maintenance Costs
- Closing Date for HQ Condo Project not set



2026 Proposed Budget: Building Rental Fund

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Proposed Budget 2026
Beginning Fund Balance	464,540	463,836	463,836	463,836	413,836
Revenues					
Net Investment Earnings	5,798	-	-	-	-
Rental Income	644,566	702,500	505,761	674,776	683,524
Total Revenues	650,364	702,500	505,761	674,776	683,524
Expenditures					
Operating	(9,730)	(12,500)	(8,054)	(12,500)	(12,500)
Utilities	(262,517)	(312,250)	(205,954)	(304,980)	(325,000)
Outside Services	(11,271)	(9,000)	(336)	(9,000)	(9,000)
Outside Repairs and Services	(154,379)	(207,750)	(164,025)	(182,965)	(204,000)
Capital Outlay	(79,150)	(75,000)	(12,219)	(75,000)	(130,000)
Routine Maintenance	(134,021)	(136,000)	(100,883)	(135,610)	(139,500)
Total Expenditures	(651,068)	(752,500)	(491,471)	(720,055)	(820,000)
Gain/Loss	(704)	(50,000)	14,290	(45,279)	(136,476)
Ending Fund Balance	463,836	413,836	478,126	418,557	277,360



2026 Proposed Budget: Self-Insurance Fund

Key Assumptions:

- Medical Premiums Revenue is Based on:
 - Budgeted General Fund Premium Expenditures
 - Current Employee Enrollment
 - Medical Premiums increase 16.4% (\$2.7M) vs. 2025 Forecast
 - Employee & SMFR Premiums
 - Cigna rates increase 12.7% (\$2.2M)
 - Additional participants increase 3.7% (\$0.5M)
 - Full workforce plan vs forecast (actuals only)
 - Adds Academies with 90/10 split Cigna/Kaiser
- Medical Payments Expenditures are based on Benefits Consultant Estimates (Gallagher)



2026 Proposed Budget: Self-Insurance Fund

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Proposed Budget 2026
Beginning Fund Balance	3,163,907	4,036,870	4,036,870	4,036,870	4,463,281
Revenues					
Medical Premiums	17,781,838	14,983,382	12,505,254	16,648,946	19,377,521
Stop Loss Refunds & Reimbursements	382,090	-	70,658	70,658	-
Net Investment Earnings	295,458	125,000	210,991	278,592	260,000
Miscellaneous	1,680,785	1,000,000	613,897	1,292,227	710,000
Total Revenues	20,140,171	16,108,382	13,400,800	18,290,425	20,347,521
Expenditures					
Medical Payments	(18,006,501)	(14,528,830)	(8,462,589)	(16,792,237)	(18,661,787)
Stop Loss Insurance & Admin Fees	(1,260,707)	(1,153,141)	(971,387)	(1,293,766)	(1,411,430)
Total Expenditures	(19,267,208)	(15,681,971)	(9,433,976)	(18,086,003)	(20,073,217)
Gain/Loss	872,963	426,411	3,966,824	204,422	274,304
Ending Fund Balance	4,036,870	4,463,281	8,003,694	4,241,292	4,737,585



2026 Proposed Budget: South Metro Fire Rescue – All Funds

	General Fund	Capital Projects Fund	Cherry Hills Pension Fund	Building Rental Fund	Self-Insurance Fund	South Metro Fire Rescue Total
Beginning Fund Balance	51,292,078	29,534,230	1,431,821	413,836	4,463,281	87,135,246
Total Revenues	240,504,189	2,328,846	444,117	683,524	20,347,521	264,308,196
Total Expenditures	(200,568,584)	(22,408,445)	(222,663)	(820,000)	(20,073,217)	(244,092,909)
Total Interfund Transfers	(26,000,000)	26,000,000	-	-	-	-
Gain/Loss	13,935,605	5,920,400	221,454	(136,476)	274,304	20,215,287
Ending Fund Balance	65,227,683	35,454,630	1,653,275	277,360	4,737,585	107,350,533

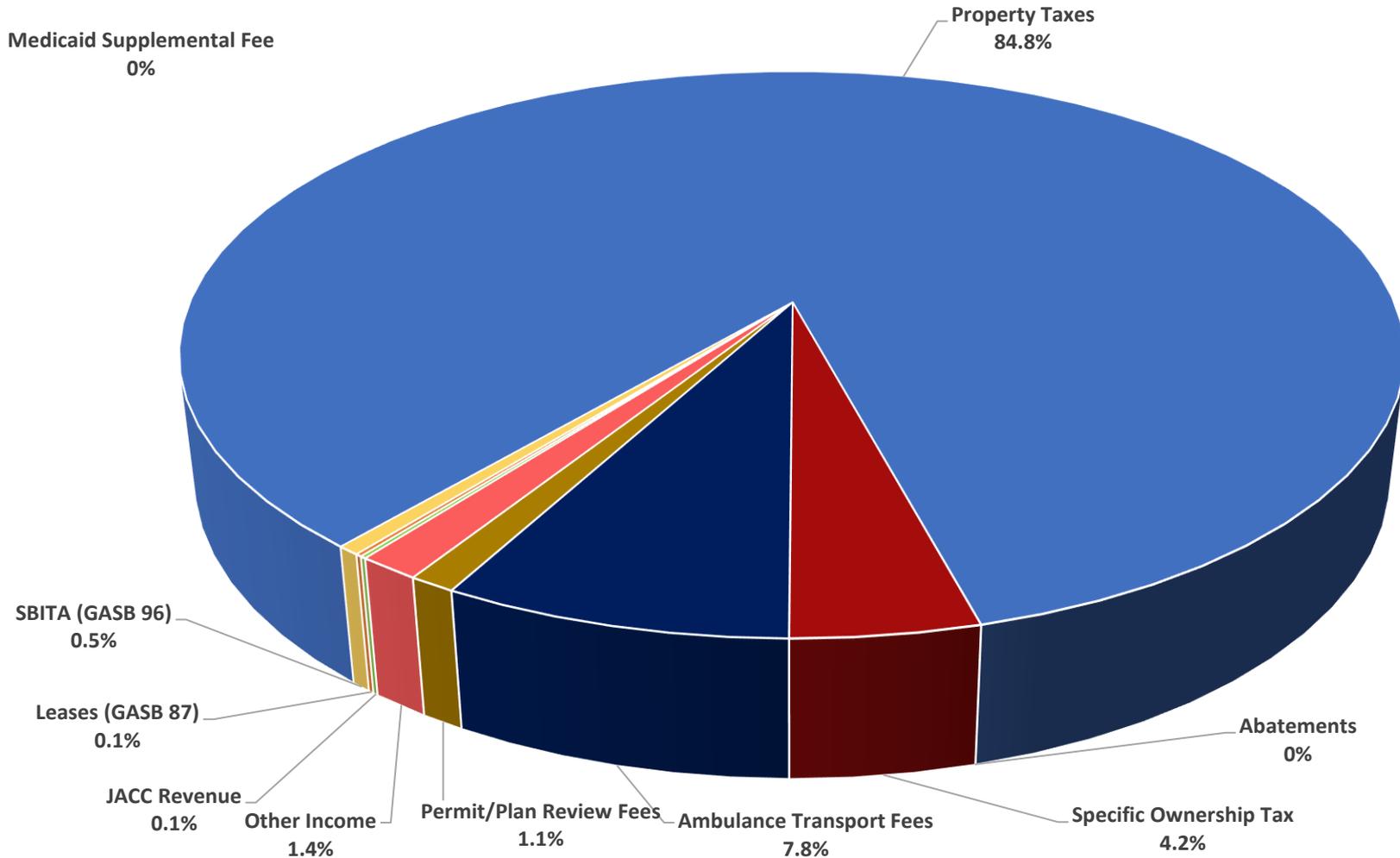


Deeper Dive into Budget Components: General Fund



General Fund Revenues

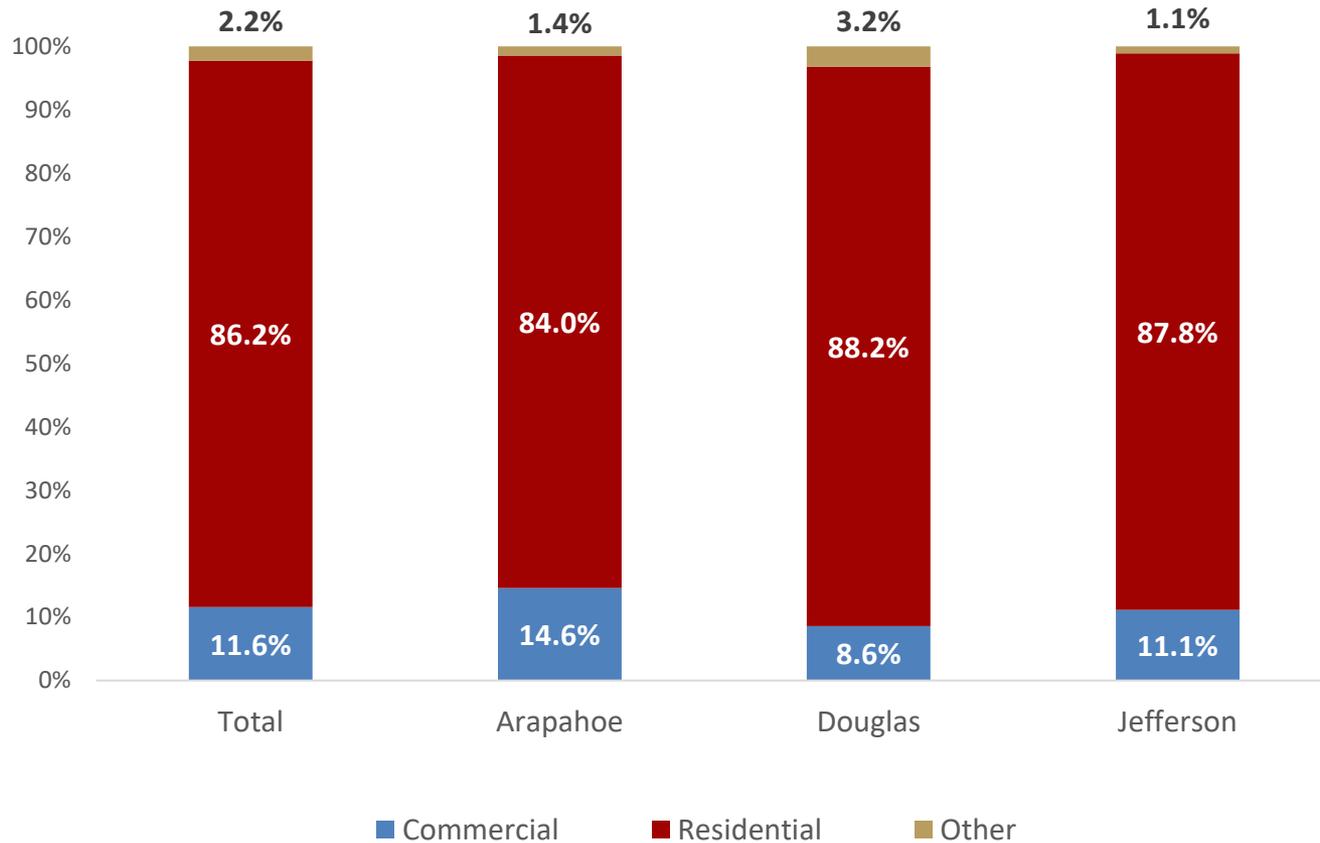
**General Fund Revenues for 2026 Total \$240.5 Million
22.4% increase from 2025 Forecast**



Components of General Fund Property Taxes

Actual Property Value by County

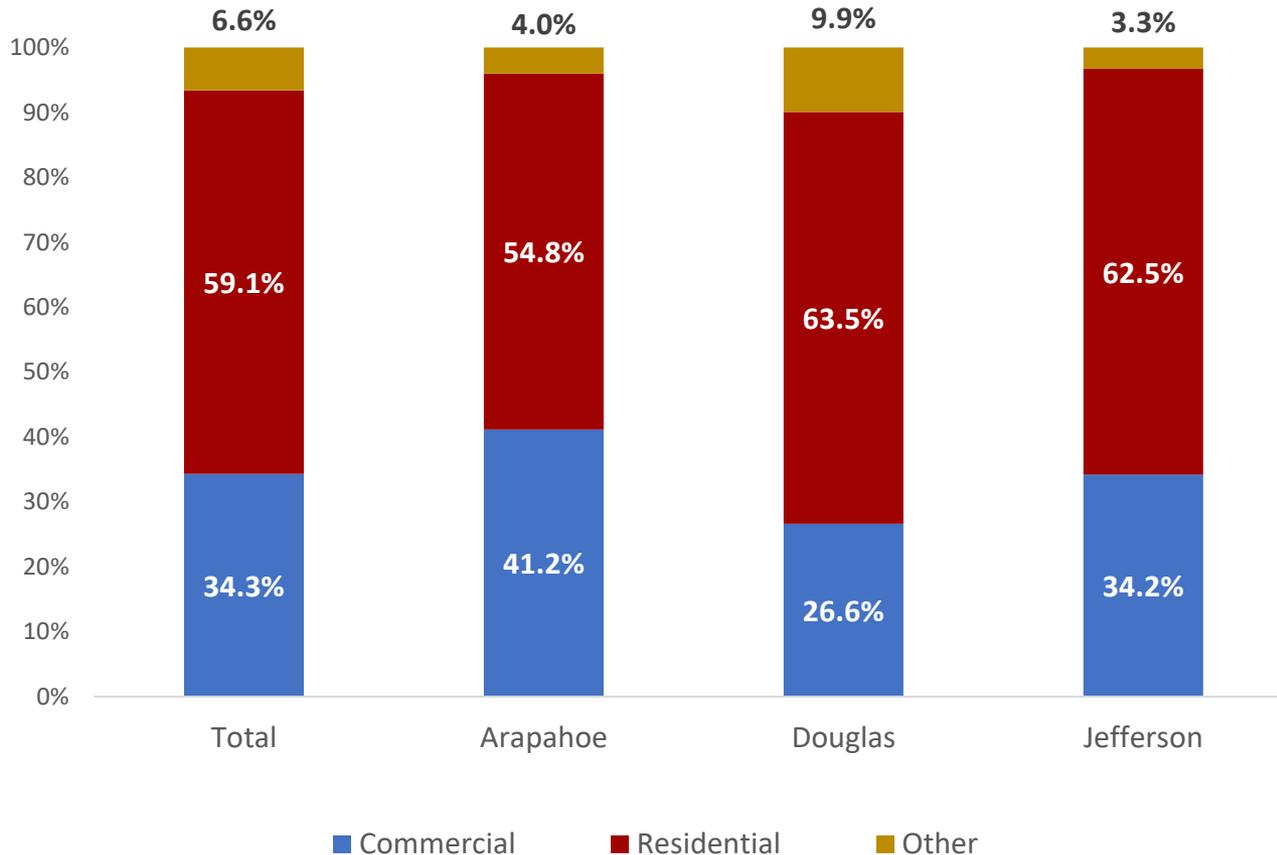
Distribution of 2025 Actual Value by County



Components of General Fund Property Taxes

Assessed Property Value by County

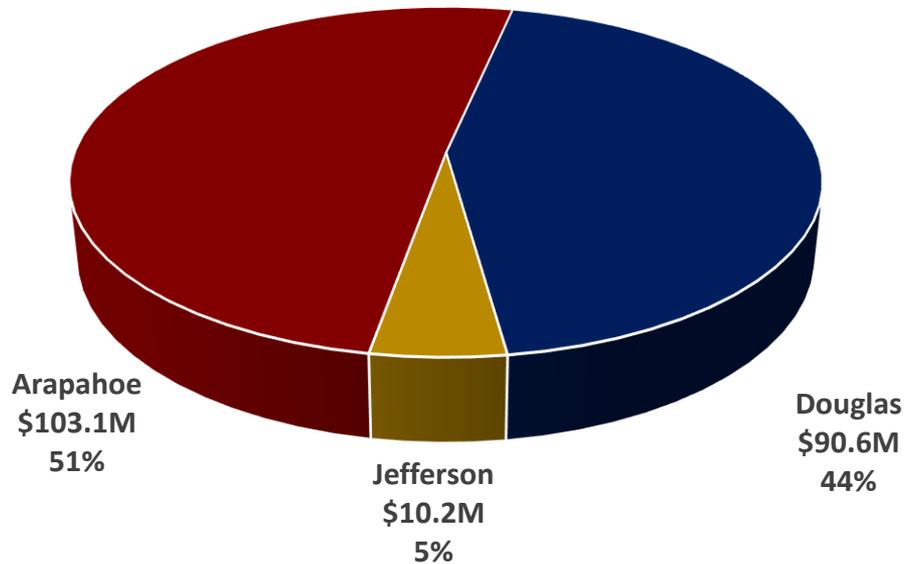
Distribution of 2025 Assessed Value by County



General Fund Property Taxes

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Revenues							
Property Taxes	163,300,275	154,553,966	152,452,020	153,197,255	203,856,720	31.9%	33.1%
Abatements	-	666,134	-	-	-	-100.0%	
Property Taxes + Abatements	163,300,275	155,220,100	152,452,020	153,197,255	203,856,720	31.3%	33.1%

- Preliminary Certification of Valuations show 2025 assessed values increase 0.2% from 2024 assessed values. 2026 assumes historical collection rate of 99.4%
- Arapahoe County **increased** 0.6% from 2024
- Douglas County **decreased** 0.8% from 2024
- Jefferson County **increased** 6.0% from 2024

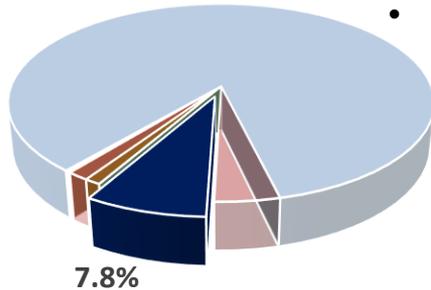


Additional General Fund Revenue Categories (1 of 2)

	Audit 2024	Budget 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Revenues						
Specific Ownership Tax	10,189,828	10,080,409	10,149,636	10,111,072	0.3%	-0.4%
Ambulance Transport Fees	14,951,172	18,816,657	17,722,009	18,679,809	-0.7%	5.4%
Medicaid Supplemental Fee	7,234,628	7,234,628	7,020,710	-	-100.0%	-100.0%
Permit/Plan Review Fees	2,030,546	2,239,516	2,333,567	2,536,003	13.2%	8.7%

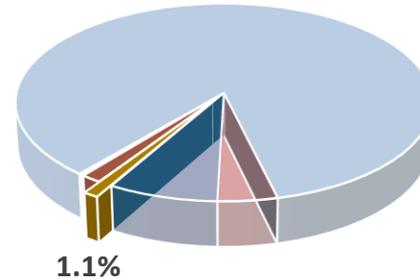
Ambulance Transport | \$18.7M

- 5.4% increase from 2025 forecast
- 2026 Rates:
 - \$1,900 per trip
 - \$31 per mile



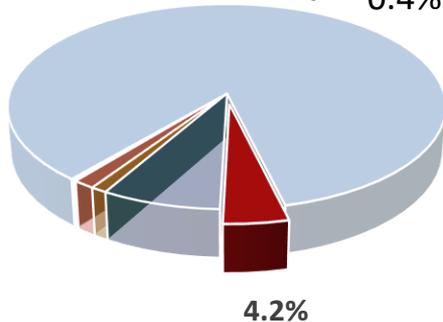
Permit/Plan Review Fees | \$2.5M

- 8.7% increase from 2025 forecast
- Rate increased by 3.5% (matching salary growth)
- 5% growth attributed to Parker transition



Specific Ownership Tax | \$10.1M

- 0.4% decrease from 2025 forecast



Medicaid Payment | \$0.0M

- 100% decrease from 2025 forecast
- State government not guaranteeing this will be provided in 2026

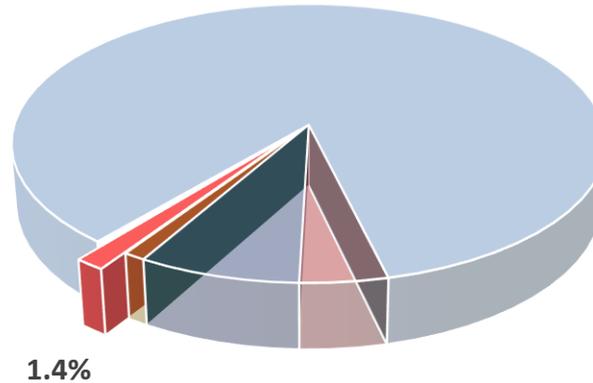


Additional Revenue Categories (2 of 2)

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Revenues							
Other Income	6,985,784	3,972,371	4,303,581	5,653,315	3,413,099	-14.1%	-39.6%
JACC Revenue	597,515	270,500	270,500	270,500	320,800	18.6%	18.6%
Leases (GASB 87)	336,533	194,980	-	194,980	346,685	77.8%	77.8%
SBITA (GASB 96)	1,201,040	-	-	-	1,240,000		

Other Income | \$3.4M

- Net Investment Income: \$1,200,000
- Reimbursements: \$1,545,000
- Rental Income: \$162,034
- Dispatch Fees: \$167,865
- Miscellaneous Income: \$152,000
- Grant Proceeds: \$156,000
- Sale of Assets: \$30,000

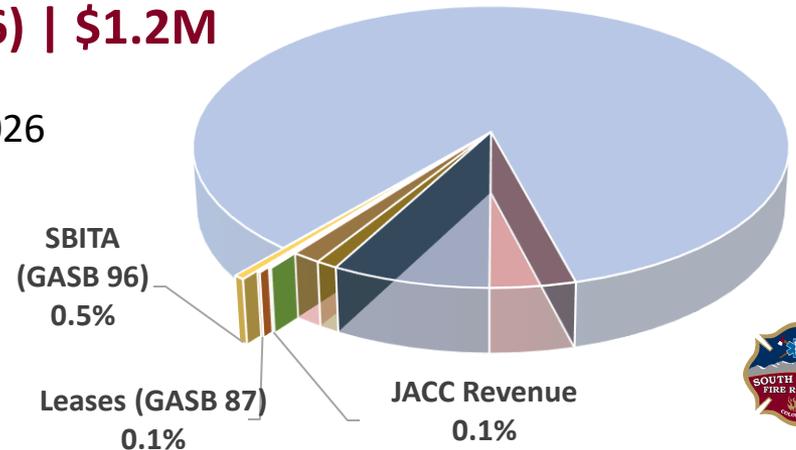


Leases (GASB 87) | \$0.3M / SBITA (GASB 96) | \$1.2M

- These revenues offset paired expense accounts
- Estimated based on expected leases & SBITA for 2026

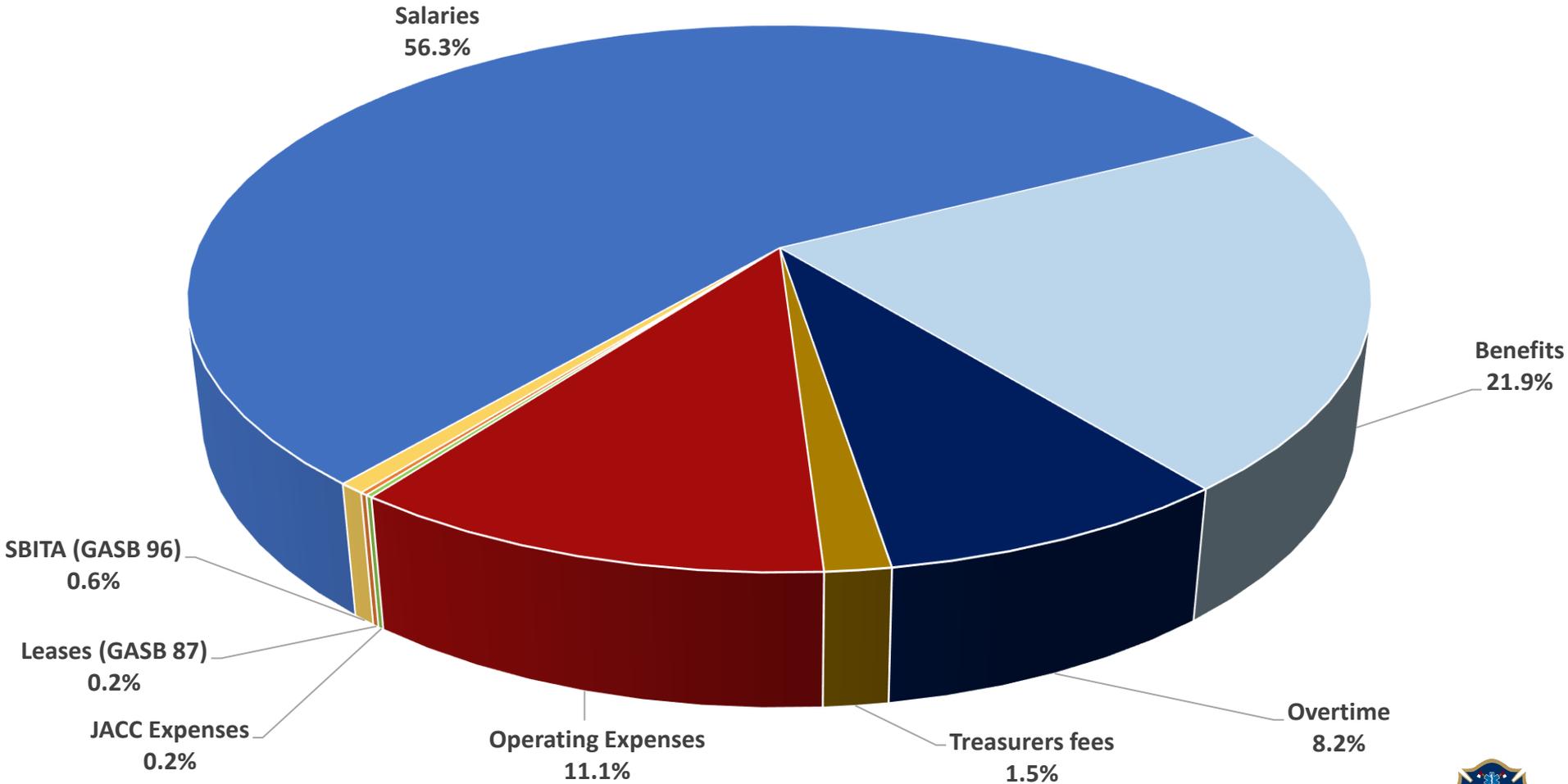
JACC | \$0.3M

- Program is 100% reimbursable.
- Expected expenses and revenue to increase as dispatch equipment is replaced in coming years



Expenses

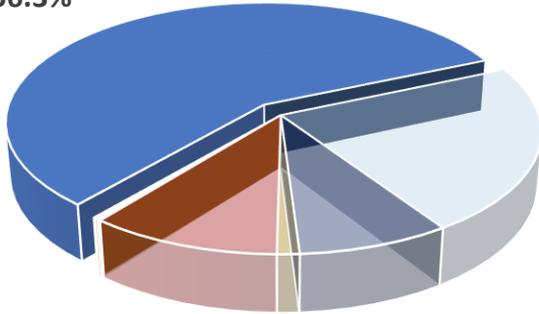
Expenses for 2026 Total \$200.6 Million
8.3% Increase from 2025 Forecast



Components of Total Salaries

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Expenses							
Salaries	(95,280,939)	(108,837,957)	(76,907,398)	(105,802,318)	(112,908,666)	3.7%	6.7%

Salaries
56.3%



Total Salaries | \$112.9M

- 6.7% increase from 2025 forecast

Components of Salaries

Other Differentials	471,606
Education Differentials	1,727,291
Holiday Premium	2,218,110
Longevity	2,293,073
Buyouts	2,412,624
Salaries with Attrition	103,785,962

FTE Count	
Line	627
Staff	180
Total	807

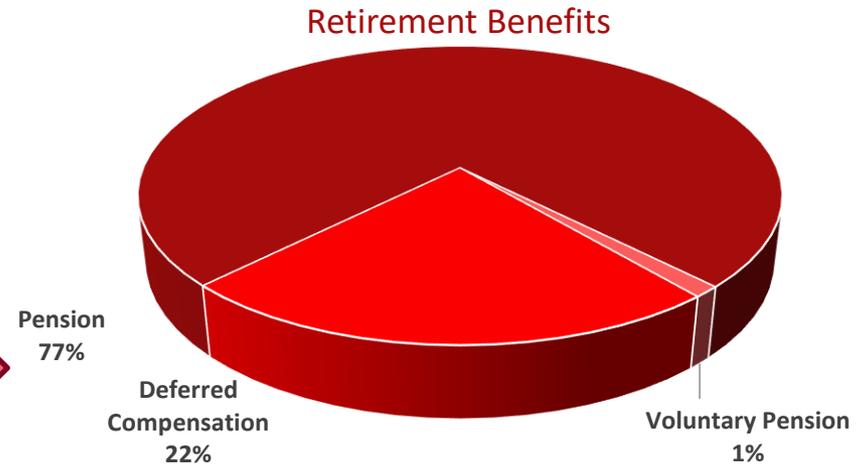
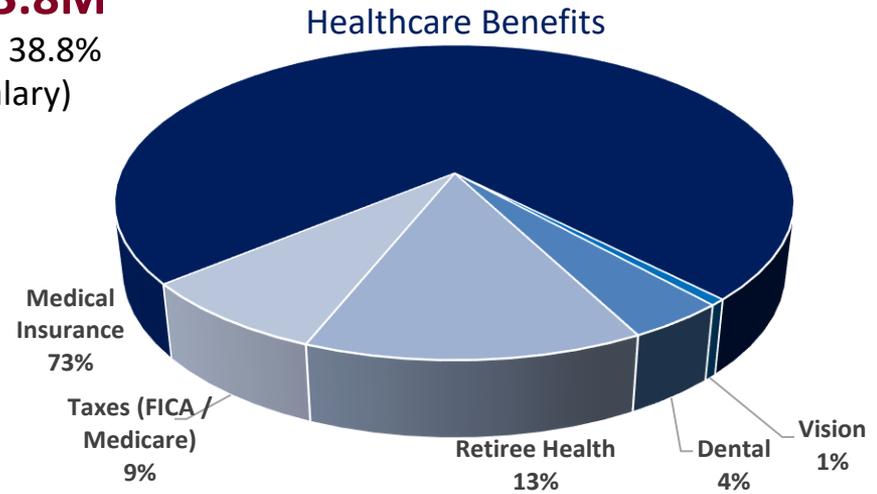
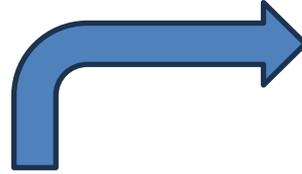
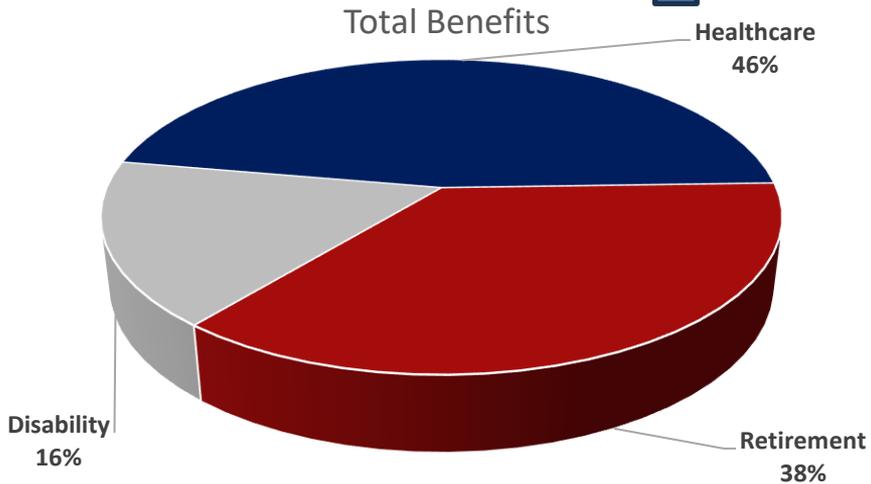
*Count does not include 3 temporary staff positions or 40 academy recruits



Components of Benefits

Benefits | \$43.8M

Fringe Benefit Rate: 38.8%
(vs. Total Salary)



Components of Benefits –2026 Budget vs. Forecast

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Expenses							
Benefits	(38,317,336)	(40,756,133)	(29,227,599)	(39,206,344)	(43,818,723)	7.5%	11.8%

Benefits | \$43.8M

Benefits increase \$4.6M or 11.8% increase from 2025 forecast

Main Drivers:

Benefit Categories	2025 Forecast	2026 Budget	\$ Increase	% Increase
Medical Premiums	\$12,667,847	\$14,704,618	\$2,036,772	16.1%
Pension	\$11,659,852	\$12,607,536	\$947,684	8.1%
Workers Compensation	\$2,323,199	\$2,808,852	\$485,653	20.9%
FPPA Death & Disability	\$2,930,854	\$3,335,116	\$404,262	13.8%
Deferred Compensation	\$3,269,684	\$3,637,409	\$367,725	11.2%
Other	\$6,354,909	\$6,725,191	\$370,282	5.8%
Total	\$39,206,344	\$43,818,723	\$4,612,379	11.8%



Components of Benefits – 2026 vs. 2025 Budget

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Expenses							
Benefits	(38,317,336)	(40,756,133)	(29,227,599)	(39,206,344)	(43,818,723)	7.5%	11.8%

Benefits | \$43.8M

Benefits increase \$3.1M or 7.5% increase from 2025 budget

Main Drivers:

Benefit Categories	2025 Budget	2026 Budget	\$ Increase	% Increase
Medical Premiums	\$13,282,709	\$14,704,618	\$1,421,909	10.7%
Pension	\$12,010,624	\$12,607,536	\$596,912	5.0%
FPPA Death & Disability	\$3,002,722	\$3,335,116	\$332,395	11.1%
Taxes (FICA & Medicare)	\$1,528,997	\$1,833,052	\$304,055	19.9%
Deferred Compensation	\$3,409,868	\$3,637,409	\$227,540	6.7%
Other	\$7,521,211	\$7,700,992	\$179,780	2.4%
Total	\$40,756,133	\$43,818,723	\$3,062,591	7.5%



Components of Benefits – Fringe Benefit Rate

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Expenses							
Salaries	(95,280,939)	(108,837,957)	(76,907,398)	(105,802,318)	(112,908,666)	3.7%	6.7%
Benefits	(38,317,336)	(40,756,133)	(29,227,599)	(39,206,344)	(43,818,723)	7.5%	11.8%

Benefits | \$43.8M

Fringe Benefit Rate: 38.8%, 1.7% increase from 2025 forecast

Main Drivers:

Benefit Categories	2025 Forecast	2026 Budget	Increase
Medical Premiums	12.0%	13.0%	1.0%
Pension	11.0%	11.2%	0.2%
Workers Comp	2.2%	2.4%	0.2%
FPPA Death & Disability	2.8%	3.0%	0.2%
Deferred Compensation	3.1%	3.2%	0.1%
Other	6.0%	6.0%	0.0%
Total	37.1%	38.8%	1.7%



Fringe Benefit Rate: Alternate Ratios

Throughout this presentation, our Fringe Benefit Rate has been calculated as:

All Benefits Line Items

Salaries Line Items

Using Alternate Components within that ratio may provide additional context:

	2025 Forecast	2026 Budget	Net Increase	Private Industry*	State & Local Governments*
Total Benefits vs Total Salary	37.1%	38.8%	1.7%	25.9%	48.9%
Total Benefits + Longevity vs Total Salary - Longevity	39.9%	41.7%	1.8%		
Total Benefits vs Total Salary + OT	32.6%	33.9%	1.3%		
Total Benefits + Longevity vs Total Salary + OT - Longevity	35.1%	36.3%	1.2%		
Total Benefits vs Total Comp - Holiday Pay - Buyouts	25.3%	26.0%	0.7%	19.7%	32.5%

*As of June 2025, Bureau of Labor Statistics - Data is not provided at enough detail for us to calculate all possible ratios



Overtime – 2026 Budget Breakdown

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Expenses							
Overtime	(12,612,654)	(10,842,059)	(10,783,684)	(14,281,696)	(16,523,410)	52.4%	15.7%

- Reallocating from Salaries to Overtime to better align with current trends
- 15.7% increase from 2025 forecast

Overtime Breakdown	
Minimum Staffing	11,232,823
Project Meeting/OT	3,227,185
FLSA	782,056
Wildland Deployment	792,436
USAR Deployment	418,931
On Call hours	69,978
Total	\$ 16,523,410



Overtime – Trend Breakdown by Rank

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Expenses							
Overtime	(12,612,654)	(10,842,059)	(10,783,684)	(14,281,696)	(16,523,410)	52.4%	15.7%

Rank	2024 hours	2025 hours (annualized)	Increase as %	Trend	2025 Forecast \$	2026 Budget \$*	Increase as %
District Chief	1,471	1,128	-23.3%	Down	128,330	155,327	21.0%
Batt. Chief	5,923	5,866	-1.0%	Down	618,085	748,110	21.0%
Div. Chief	1,494	974	-34.8%	Down	127,953	154,870	21.0%
EMS BC	1,285	1,686	31.2%	Up	177,662	215,036	21.0%
EMS Capt.	1,660	1,732	4.4%	Up	135,216	163,661	21.0%
Officer	34,693	34,880	0.5%	Up	2,460,323	2,977,896	21.0%
Paramedic	40,220	49,584	23.3%	Up	3,339,869	4,042,470	21.0%
Engineer	16,563	29,406	77.5%	Up	1,895,670	2,294,458	21.0%
Firefighter	12,479	24,183	93.8%	Up	1,398,222	1,692,363	21.0%
Proj/meeting OT					3,202,972	3,227,185	0.8%
FLSA					754,711	782,056	3.6%
On Call hours					42,682	69,978	64.0%
Total	115,786.25	149,439	36.2%	Up	14,281,695	16,523,410	15.7%

Notes:

The rank overtime hours includes Minimum staffing, Wildland & USAR deployment
 Project Meeting OT, FLSA and On Call hours are not in telestaff and require additional work to pull out of UKG for this rank breakdown
 OT was budgeted by category, not rank, so changes are shown equally across all ranks



Operating Expenses

	Audit 2024	Budget 2025	YTD 2025	Forecast 2025	Budget 2026	% Change vs 2025 Budget	% Change vs 2025 Forecast
Expenses							
Operating Exp - Permanent	-	-	-	-	1,042,037		
Professional Development- Succession Support	-	-	-	-	(500,000)		
Operating Expenses - Baseline budget	(20,551,534)	(22,738,461)	(14,710,485)	(22,568,443)	(22,343,884)	-6.3%	-1.0%
Operating Expenses Subtotal	(20,551,534)	(22,738,461)	(14,710,485)	(22,568,443)	(21,801,846)	-4.1%	-3.4%
Treasurers fees	(2,451,545)	(2,318,277)	(2,285,624)	(2,297,959)	(3,057,851)	31.9%	33.1%
JACC Expenses	(625,666)	(372,842)	(180,582)	(372,842)	(320,800)	-14.0%	-14.0%
Leases (GASB 87)	(336,533)	(194,980)	-	(194,980)	(346,685)	77.8%	77.8%
SBITA (GASB 96)	(1,201,040)	-	-	-	(1,240,000)		
Leases (Annual) :Equipment,	(504,123)	(531,200)	(406,084)	(529,999)	(550,602)	3.7%	3.9%

- Operating Expenses: 3.4% decrease vs. 2025 forecast; including \$1M permanent reductions and professional development request
- Treasurers Fees: Estimated at 1.5% of overall Property Tax, including new mills, 33.1% increase vs. 2025 forecast
- JACC: 14.0% decrease vs. 2025 forecast
- Leases (Contract Obligations recorded per GASB 87): 77.8% increase vs. forecast as we improve forecasting for this item, this expense directly offsets GASB 87 revenues
- SBITA (Agreement Obligations recorded per GASB 96): \$1.2M budgeted in 2026, not budgeted in 2025 because we were still learning how to project GASB 96, this expense directly offsets GASB 86 revenues
- Leases: 3.9% increase vs. budget, includes equipment and warehouse



Permanent Reductions

- The reductions below were identified during budget submission.
- Prior expected Uniform savings of \$220k were removed because it was determined that was needed for PPE.

Permanent Reductions	Amount
Board Election (Government Affairs)	\$400,000
Cardiac Screenings (Wellness)	\$159,500
PFAS Foam & Mitigation Services (Aircraft Rescue Ops)	\$135,000
Seminars/Conferences (SMFR)	\$94,928
Professional Services (Technology)	\$93,500
Travel/Lodging (SFMR)	\$83,017
Miscellaneous Reductions & Offsets (SMFR)	\$76,092
Total Permanent Reductions	\$1,042,037



Long Term Plans & Outlook

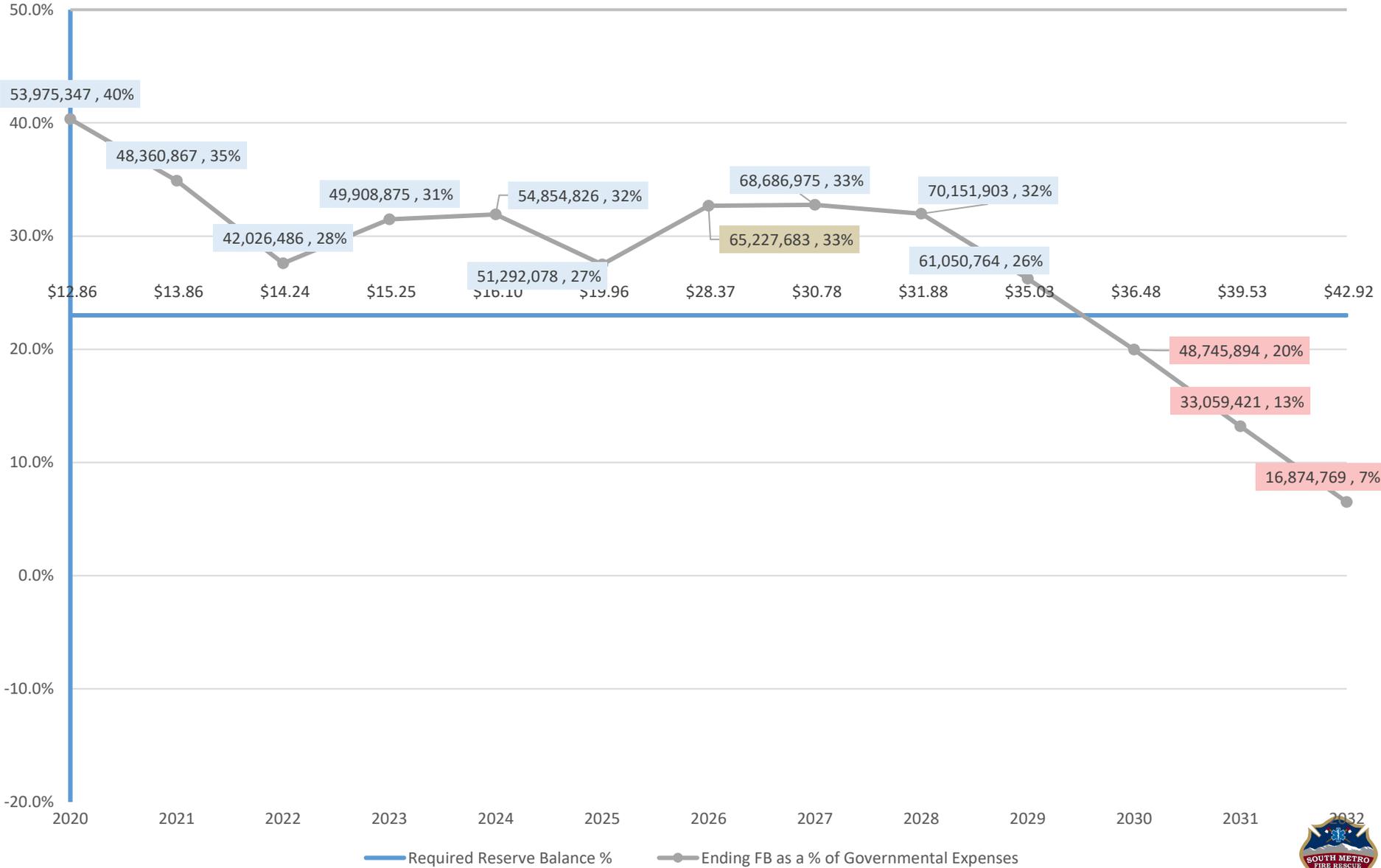


General Fund: Long Term Plan

	Forecast									
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Revenues										
Property Taxes	203,856,720	201,818,153	208,881,789	210,970,606	218,354,578	220,538,123	228,256,958	230,539,527	238,608,411	240,994,495
Abatements	-	-	-	-	-	-	-	-	-	-
Specific Ownership Tax	10,111,072	10,212,182	10,314,304	10,417,447	10,521,622	10,626,838	10,733,106	10,840,437	10,948,842	11,058,330
Ambulance Transport Fees	18,679,809	19,240,204	19,817,410	20,411,932	21,024,290	21,655,019	22,304,669	22,973,809	23,663,023	24,372,914
Medicaid Supplemental Fee	-	-	-	-	-	-	-	-	-	-
Permit/Plan Review Fees	2,536,003	2,561,363	2,586,977	2,612,847	2,638,975	2,665,365	2,692,019	2,718,939	2,746,128	2,773,590
Other Income	3,413,099	3,447,230	3,481,702	3,516,519	3,551,685	3,587,201	3,623,073	3,659,304	3,695,897	3,732,856
JACC Revenue	320,800	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000
Leases (GASB 87)	346,685	194,980	194,980	194,980	194,980	194,980	194,980	194,980	194,980	194,980
SBITA (GASB 96)	1,240,000	1,354,571	1,354,571	1,354,571	1,354,571	1,354,571	1,354,571	1,354,571	1,354,571	1,354,571
Total Revenues	240,504,189	239,078,684	246,881,733	249,728,903	257,890,700	260,872,097	269,409,376	272,531,568	281,721,207	284,991,091
Expenses										
Salaries	(111,849,125)	(116,323,090)	(120,161,752)	(124,127,090)	(128,223,284)	(132,454,652)	(136,825,656)	(141,340,902)	(146,005,152)	(150,823,322)
Operating Exp - Permanent	1,042,037	1,076,425	1,111,947	1,148,641	1,186,546	1,225,702	1,266,150	1,307,933	1,351,095	1,395,681
Shift Change: 56hr to 48 hr/ with Benefits	-	-	(942,911)	(2,628,533)	(4,369,780)	-	-	-	-	-
Shift Change: Additional Academies w/benefits	-	-	(1,821,887)	(1,882,009)	(1,944,115)	-	-	-	-	-
New Station Sterling Ranch 6FTE/shift w/benefits	-	-	-	(4,475,290)	(4,622,975)	(4,775,533)	(4,933,126)	(5,095,919)	(5,264,084)	(5,437,799)
New Station Anthology 6FTE/shift w/benefits	-	-	-	-	-	(4,775,533)	(4,933,126)	(5,095,919)	(5,264,084)	(5,437,799)
New Staff FTE requested for 2026	(948,220)	(986,149)	(1,018,692)	(1,052,309)	(1,087,035)	(1,122,907)	(1,159,963)	(1,198,242)	(1,237,784)	(1,278,630)
New Staff 1 per year; 4 in 2030	-	(165,152)	(338,915)	(523,967)	(1,259,679)	(1,486,781)	(1,727,500)	(1,982,487)	(2,252,421)	(2,538,013)
Alternate Response Staff	(675,000)	(702,000)	(725,166)	(749,096)	(1,547,633)	(1,598,705)	(1,651,462)	(1,705,961)	(1,762,257)	(1,820,412)
New Transport Medic	-	(1,358,378)	(1,403,205)	(1,449,510)	(1,497,344)	(1,546,757)	(1,597,800)	(1,650,527)	(1,704,994)	(1,761,259)
Benefits	(43,410,101)	(45,146,505)	(46,636,339)	(48,175,339)	(49,765,125)	(51,407,374)	(53,103,817)	(54,856,243)	(56,666,499)	(58,536,494)
Overtime	(16,368,353)	(17,023,088)	(17,584,849)	(18,165,149)	(18,764,599)	(19,383,831)	(20,023,498)	(20,684,273)	(21,366,854)	(22,071,960)
Professional Development- Succession Support	(500,000)	(516,500)	(533,545)	(551,151)	(569,339)	(588,128)	(607,536)	(627,585)	(648,295)	(669,689)
Treasurers fees	(3,057,851)	(3,027,272)	(3,133,227)	(3,164,559)	(3,275,319)	(3,308,072)	(3,423,854)	(3,458,093)	(3,579,126)	(3,614,917)
Operating Expenses - Baseline budget	(22,343,884)	(23,081,232)	(23,842,913)	(24,629,729)	(25,442,510)	(26,282,113)	(27,149,422)	(28,045,353)	(28,970,850)	(29,926,888)
JACC Expenses	(320,800)	(250,000)	(250,000)	(250,000)	(250,000)	(250,000)	(250,000)	(250,000)	(250,000)	(250,000)
Leases (GASB 87)	(346,685)	(194,980)	(194,980)	(194,980)	(194,980)	(194,980)	(194,980)	(194,980)	(194,980)	(194,980)
SBITA (GASB 96)	(1,240,000)	(1,354,571)	(1,354,571)	(1,354,571)	(1,354,571)	(1,354,571)	(1,354,571)	(1,354,571)	(1,354,571)	(1,354,571)
Leases (Annual) :Equipment,	(550,602)	(566,900)	(585,800)	(605,400)	(625,700)	(646,800)	(668,700)	(688,761)	(709,424)	(709,424)
Total Expenses	(200,568,584)	(209,619,392)	(219,416,804)	(232,830,042)	(244,195,571)	(250,558,570)	(259,594,028)	(268,218,471)	(277,479,013)	(286,673,407)
Gain/Loss	39,935,605	29,459,292	27,464,928	16,898,861	13,695,129	10,313,527	9,815,348	4,313,097	4,242,194	(1,682,316)
CPF Transfer	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)
Change to Fund Balance	13,935,605	3,459,292	1,464,928	(9,101,139)	(12,304,871)	(15,686,473)	(16,184,652)	(21,686,903)	(21,757,806)	(27,682,316)
Ending Fund Balance	65,227,683	68,686,975	70,151,903	61,050,764	48,745,894	33,059,421	16,874,769	(4,812,134)	(26,569,940)	(54,252,256)
Reserve Threshold (%)	33%	33%	32%	26%	20%	13%	7%	-2%	-10%	-19%



General Fund: Fund Balance & Reserve



Capital Projects Fund: Long Term Plan (1/2)

	Forecast									
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Equipment										
Technology Refresh - Lifecycle Replacement		-	-	-	500,000	516,500	533,545	551,151	569,339	588,128
Vmware servers Dispatch replacement	500,000									
Dispatch 2 backup centers computers refresh		105,000								
Centennial Air Communication Systems		70,000								
Palo Alto Firewall replacement (mineral, Station 45, 22)			250,000	250,000						
Dispatch Center computers replacements			130,000							
Getax Docking Stations replacement (size changes)		150,000								
MDC replacement (tablets)		300,000	300,000							
MCU station alerting upgrades				300,000						
ERP Enhancements (PowerApps)	75,000									
EMS equipment - Lifepaks Zoll Monitors									4,150,400	
Tech Gen				226,400	233,871	241,589				
Dispatch Console replacement (radios, software, etc.)			1,200,000							
Bunker Gear Lifecycle Replacement (See BunkerGearExpiring)	583,000	722,687	746,535	771,171	796,620	822,908	850,064	878,116	907,094	937,028
Bunker Gear Recruits X 2 sets	373,120	385,433	398,152	411,291	424,864	438,884	453,368	468,329	483,784	499,748
Schedule change 63 FTE Bunker Gear X 2 sets			209,030	215,928	223,054					
New FTE PPE Outfitting for Alt Resp & New Stations	62,629			388,327	60,628		428,053			
New FTE PPE Outfitting for MED 3		48,522								
New Transport Medic FTE Equipment		113,102								
Radios: portable & mobile on vehicles		1,429,000	1,000,000		2,500,000	2,000,000				
DVR (In-vehicle Radio Repeater)	75,000	51,650								
Annual Station and Gym Equipment replacement	23,759	24,543	25,353	26,190	27,054	27,947	28,869	29,822	30,806	31,822
SCBAs Airpacks Replacement			2,500,000	3,500,000						
SCBA Station Equipment & Maintenance	172,000	177,160	50,000	50,000	100,000	103,000	106,090	109,273	112,551	115,927
(1) Porta Count Model 8048-T @ \$17,300 + 5 Year Maint. Plan @ \$5,700					26,795					31,216
Thermal Imaging Cameras (TIC)				584,712					731,300	
Reserve Extrication Tools					100,000					117,626
Extrication Tool Complement - Engine 36	73,000									
Replacement/reserve hose.	68,695	70,961	73,303	75,722	80,828	83,496	89,033	91,971	95,006	98,142
K-Saw (Cutoff Saw) phased 5 year replacement (11 per year @ \$3	36,350	37,550	38,789	40,069						
Other Equipment Replacement	75,000	77,475	80,032	82,673	85,401	88,219	91,130	94,138	97,244	100,453
HVAC - Mineral Building			1,500,000	1,500,000						
Generator	155,000	160,115	165,399	170,857	176,495	182,320	188,336	194,551	200,971	207,603
Blackline Atmospheric Meter Replace (5 year warranty cycle ongo	301,000					354,053				
Total Equipment	2,573,552	3,923,197	8,666,593	8,593,339	5,335,610	4,858,915	2,768,488	2,417,351	7,378,496	2,727,694

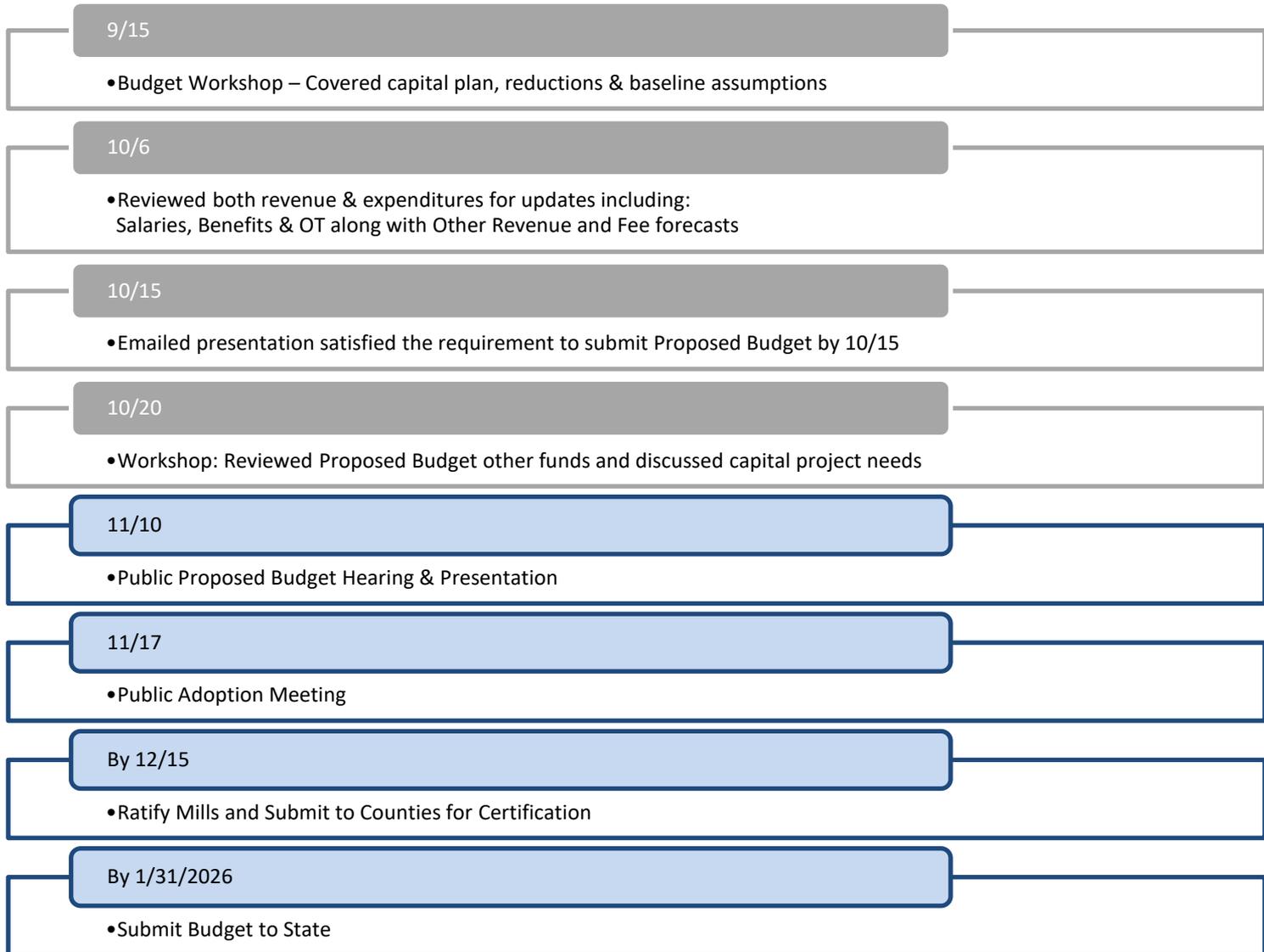


Capital Projects Fund: Long Term Plan (2/2)

	Forecast										
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	
Facilities											
Lease (warehouse) for 60 months - moved to G&A											
Logistics warehouse lease OPEX - moved to G&A											
JSF Gym Floor (placeholder)											
JSF and TJ burn can enclosure (have received quote)											
HQ Remodel/ Mineral Basement Remodel (Clinic/IT)	750,000										
HQ Remodel/ Mineral Basement Remodel (Dispatch)		1,500,000									
Existing facilities maintenance / remodels 33 Infrastructure @ \$9M	3,147,158	3,334,883	3,533,806	3,744,594	3,967,956	4,204,641	4,455,444	4,721,208	5,002,824	5,301,238	
MFTC Training Center											
Sleep Hygiene Project											
Remodel at JSF											
Station Replacements											
Land for station 16											
Station 16 Renovation	250,000	1,750,000									
Station 33 Rebuild	3,600,600	3,600,600	3,600,600								
Station 1 (15)											
Station 13 Rebuild									5,625,253	5,625,253	
Station 44 Relocate to Lone Tree							5,031,533	5,031,533	5,031,533		
New Construction											
Sterling Ranch (Engine Medic, 6 FTE/shift, OHD)			4,265,587	4,265,587	4,265,587						
Anthology (Engine Medic, 6 FTE/shift, OHD)					4,500,476	4,500,476	4,500,476				
Training Facility Center					5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	
Fleet Center New Build - Relocation Phase 1	10,000,000	10,000,000									
Phase 2: Logs/Facility Relocation			5,000,000	5,000,000							
Facilities Total	17,747,758	20,185,483	16,399,993	13,010,181	17,734,019	13,705,117	18,987,453	14,752,741	20,659,610	15,926,491	
Vehicles											
Sterling Ranch Apparatus & upfitting			3,311,098								
Anthology Apparatus & upfitting					3,533,236						
Alternate Response Model add 1	356,385				405,808						
MED 3 apparatus and upfitting		368,146									
New Transport Medic with upfitting		368,146									
Vehicles	1,505,000	7,110,000	9,120,484	5,697,000	5,066,000	5,286,495	4,120,153	5,805,719	5,758,413	5,805,719	
Upfitting	225,750	1,066,500	1,368,073	854,550	759,900	792,974	618,023	870,858	863,762	870,858	
Vehicles Total	2,087,135	8,912,791	13,799,654	6,551,550	9,764,944	6,079,469	4,738,176	6,676,577	6,622,175	6,676,577	
Total Capital Projects	22,408,445	33,021,472	38,866,240	28,155,070	32,834,573	24,643,502	26,494,118	23,846,668	34,660,280	25,330,761	
Interest Revenues	1,166,587	886,366	749,710	463,686	438,460	295,786	354,494	368,578	449,377	262,033	
Reimbursements	500,000										
GF Transfer	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	
Total Expenses	22,408,445	33,021,472	38,866,240	28,155,070	32,834,573	24,643,502	26,494,118	23,846,668	34,660,280	25,330,761	
Remove/Borrow Against excise Tax	-	-	-	-	2,497,627	2,497,627	2,497,627	710,032	717,132	724,303	
Anticipated Balance	32,076,721	25,941,616	13,825,086	12,133,702	8,235,216	12,385,127	14,743,130	17,975,072	10,481,301	12,136,875	
<i>*Does not include restricted excise tax/sale of assets</i>											
Parker Excise Tax	662,259	668,882	675,571	682,327	689,150	696,041	703,002	710,032	717,132	724,303	
Capital Projects	-	-	-	-	2,497,627	2,497,627	2,497,627	710,032	717,132	724,303	
Ending Fund Balance	3,377,909	4,046,791	4,722,362	5,404,689	3,596,211	1,794,626	(0)	(0)	(0)	(0)	



Timeline



Next Steps

November 17: Public Meeting: Budget Adoption

December 15: Deadline to certify mill levy to the Board of County Commissioners (§39-5- 128(1), C.R.S.). Local governments levying a property tax must adopt their budgets and make appropriations before certifying the mill levy to the Board of County Commissioners (§29-1-108(2), C.R.S.).

January 31: File certified copy of adopted budget with the state





Appendix

Alternate Scenario



Fund Balance Classifications Overview

Non-spendable Fund Balance

- **Definition:** Amounts that cannot be spent because they are not in spendable form or are legally required to remain intact.
- **Examples:** Inventories, prepaid expenses, long-term receivables, or the principal of a permanent endowment.

2. Restricted Fund Balance

- **Definition:** Amounts constrained for specific purposes by **external parties** or **laws/regulations**.
- **Examples:** Grants restricted for capital projects, bond proceeds with covenants, or funds restricted by enabling legislation (TABOR).

3. Committed Fund Balance

- **Definition:** Amounts that can only be used for specific purposes determined by the government's **highest level of decision-making authority** through formal action (e.g., resolution or ordinance).
- **Note:** Changes to these commitments require the same level of formal action.
- **Examples:** Capital improvements approved by board resolution, contractual obligations.

4. Assigned Fund Balance

- **Definition:** Amounts intended for specific purposes but not formally restricted or committed. Intent can be expressed by a governing body or its designee (e.g., Chief Financial Officer).
- **Examples:** Funds set aside for upcoming projects or to balance next year's budget.

5. Unassigned Fund Balance

- **Definition:** The **residual balance** available for any purpose. Only the **General Fund** should report a positive unassigned balance.
- **Note:** Other funds may report a **negative unassigned balance** if expenditures exceed resources classified as restricted, committed, or assigned.

Governments Must Disclose:

Who has authority to commit or assign funds

The process for modifying those decisions

The order in which funds are spent when multiple classifications are available



General Fund: Alternate Capital Transfer

	Forecast									
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Total Revenues	240,504,189	239,078,684	246,881,733	249,728,903	257,890,700	260,872,097	269,409,376	272,531,568	281,721,207	284,991,091
Total Expenses	(200,568,584)	(209,619,392)	(219,416,804)	(232,830,042)	(244,195,571)	(250,558,570)	(259,594,028)	(268,218,471)	(277,479,013)	(286,673,407)
Gain/Loss	39,935,605	29,459,292	27,464,928	16,898,861	13,695,129	10,313,527	9,815,348	4,313,097	4,242,194	(1,682,316)
CPF Transfer	(45,096,909)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)	(26,000,000)
Change to Fund Balance	(5,161,304)	3,459,292	1,464,928	(9,101,139)	(12,304,871)	(15,686,473)	(16,184,652)	(21,686,903)	(21,757,806)	(27,682,316)
Ending Fund Balance	46,130,774	49,590,066	51,054,994	41,953,855	29,648,985	13,962,512	(2,222,140)	(23,909,043)	(45,666,849)	(73,349,165)
Reserve Threshold (%)	23%	24%	23%	18%	12%	6%	-1%	-9%	-16%	-26%

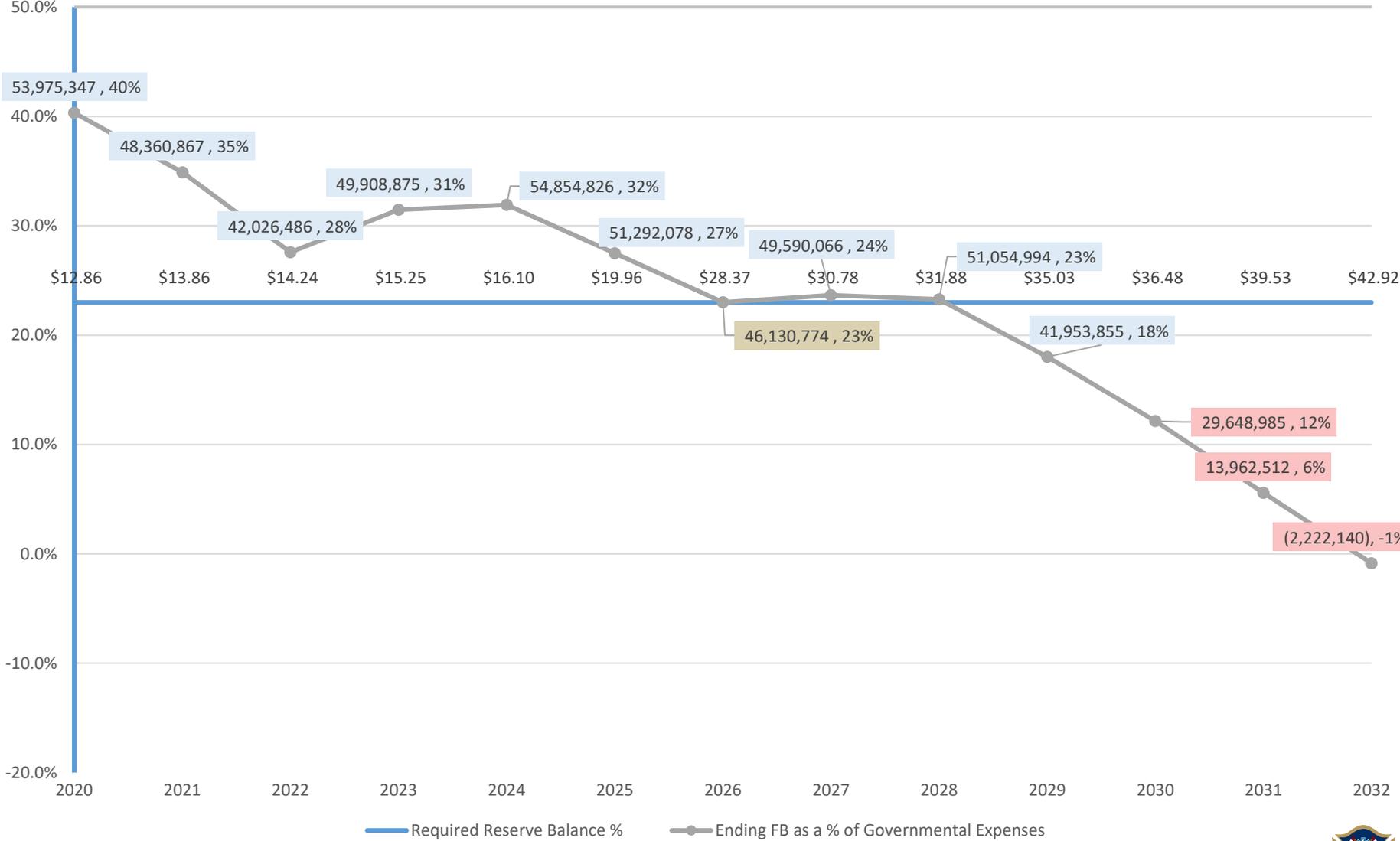


Capital Projects Fund: Alternate Capital Transfer

	Forecast									
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Total Capital Projects	22,408,445	33,021,472	38,866,240	28,155,070	32,834,573	24,643,502	26,494,118	23,846,668	34,660,280	25,330,761
Interest Revenues	1,166,587	1,363,793	1,239,074	965,284	952,597	822,776	894,659	922,248	1,016,888	843,732
Reimbursements	500,000									
GF Transfer	45,096,909	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000	26,000,000
Remove/Borrow Against excise Tax	-	-	-	-	2,497,627	2,497,627	2,497,627	710,032	717,132	724,303
Anticipated Assigned Fund Balance - Capital Projects	51,173,630	45,515,952	33,888,786	32,698,999	29,314,651	33,991,553	36,889,722	40,675,333	33,749,073	35,986,347
Parker Excise Tax - Beginning Balance	662,259	668,882	675,571	682,327	689,150	696,041	703,002	710,032	717,132	724,303
Capital Projects	-	-	-	-	2,497,627	2,497,627	2,497,627	710,032	717,132	724,303
Ending Fund Balance	3,377,909	4,046,791	4,722,362	5,404,689	3,596,212	1,794,626	-	-	-	-



General Fund: Fund Balance & Reserve



RESOLUTION TO ADOPT 2026 BUDGET AND APPROPRIATE SUMS
Resolution No. 2025-09

A RESOLUTION SUMMARIZING EXPENDITURES AND REVENUES FOR EACH FUND AND ADOPTING A BUDGET AND APPROPRIATING SUMS OF MONEY FOR THE SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT, COLORADO FOR THE CALENDAR YEAR BEGINNING THE FIRST DAY OF JANUARY 2026 AND ENDING ON THE LAST DAY OF DECEMBER 2026.

WHEREAS, the Board of Directors of the South Metro Fire Rescue Fire Protection District appointed Fire Chief John Curtis and Stephanie Corbo, Chief Financial Officer to prepare and submit a proposed budget to said governing body by the proper time; and

WHEREAS, the above individuals did submit a proposed budget to the governing body on or before October 15, 2025 for its consideration; and

WHEREAS, the Board of Directors has made provision therein for total available funds in an amount equal to or greater than the total proposed expenditures as set forth in said budget; and

WHEREAS, it is not only required by law, but also necessary to appropriate the revenues provided in the budget to and for the purpose described below so as not to impair the operations of the District; and

WHEREAS, upon due and proper notice, published in accordance with the law, said proposed budget was open for inspection by the public at a designated place, a public hearing was held on November 10, 2025 and interested taxpayers were given the opportunity to file or register any objections to said proposed budget; and

WHEREAS, certain facts and the best information available at the time of adoption of the 2026 budget were used in order to comply with the timely submittal of the mill levy to the County Commissioners of Douglas, Arapahoe and Jefferson County for certification for the 2026 budget. The budget for 2026 is adopted as presented.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT, COLORADO;

Section 1. That the estimated expenditures for each fund are as follows:

General Fund	\$ 226,568,584
Capital Projects Fund	22,408,445
Building Rental Fund	820,000
Cherry Hills Pension Fund	222,663
Self-Insured Medical Fund	20,073,217
TOTAL ALL EXPENDITURES	\$ 270,092,909

Section 2. That the budgets as submitted and hereinabove summarized by fund, hereby are approved and adopted as the budgets of the South Metro Fire Rescue Fire Protection District for the year stated above.

Section 3. That the budgets as submitted and hereinabove summarized by fund, and as set forth in detail in the budget schedules provided to the Board herewith, hereby are approved

Section 4. That the following sums are hereby appropriated from the revenues of each fund, to each fund, for the purposes stated in the budget:

General Fund	\$ 240,504,189
Capital Projects Fund	28,328,846
Building Rental Fund	444,117
Cherry Hills Pension Fund	683,524
Self-Insured Medical Fund	20,347,521
TOTAL ALL REVENUES	\$ 292,308,196

Section 5. In the event of recertification of property values by the County Assessor's Offices after the date of adoption hereof, staff is hereby directed to modify and/or adjust the budgets and certifications of mill levies to reflect the recertification of property values without the need for additional Board authorization. Any such modification to the budgets or certifications of mill levies as contemplated by this Section shall be deemed ratified by the Board.

Adopted this 17th day of November, 2025.

Jim Albee, Chairman
Board of Directors
South Metro Fire Rescue Fire Protection District

Attest: _____
William Shriver, Treasurer
Board of Directors
South Metro Fire Rescue Fire Protection District

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

RESOLUTION NO. 2025-10

**A RESOLUTION REPEALING AND READOPTING A FEE SCHEDULE FOR
AMBULANCE AND EMS SERVICES**

WHEREAS, the South Metro Fire Rescue Fire Protection District (the "District") is a quasi-municipal corporation and political subdivision of the State of Colorado and a duly organized and existing special district pursuant to Title 32, Article 1, Colorado Revised Statutes; and

WHEREAS, Sections 32-1-1002 (d) and (e), C.R.S., authorize fire protection districts to adopt and enforce fire codes and to fix and from time to time increase or decrease fees and charges for ambulance and emergency medical services and extrication, rescue and safety services provided in furtherance of ambulance or emergency medical services ("Ambulance and EMS Services"); and

WHEREAS, the Board previously adopted a fee schedules for Ambulance and EMS Services; and

WHEREAS, after a review and analysis of the costs of providing Ambulance and EMS Services the District has determined that the repeal of all previous fee schedules for Ambulance and EMS Services and adoption of the 2026 Ambulance and EMS Services Fee Schedule is necessary to help offset the costs incurred by the District for Ambulance and EMS Services;

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF
DIRECTORS OF THE SOUTH METRO FIRE RESCUE FIRE PROTECTION
DISTRICT AS FOLLOWS:**

1. **Repeal of Previous Fee Schedules.** The Board hereby repeals all previous fee schedules for Ambulance and EMS Services adopted by the Board, including without limitation the fee schedules adopted by reference in Resolution No. 2024-13.
2. **Adoption of Fee Schedule.** The Board hereby adopts the Fee Schedule attached hereto as Exhibit A.
3. **Payment Processing Fees.** The Board hereby authorizes the Fire Chief to approve the collection of fees associated with the processing of credit card transactions and/or checks, provided that such fees do not exceed 4.5% of each transaction.
4. **Fire Chief to Adjust Fees.** The Fire Chief may periodically adjust the Fee Schedule by Order of the Fire Chief without further Board action, so long as such adjustments do not exceed the increase of the most recent Denver-Aurora-Lakewood urban consumer price index (CPI-U). In addition, the Fire Chief may delegate such authority to the Chief Financial Officer.
5. **Fire Chief Authority to Reduce or Waive Fees.** The Fire Chief is authorized to reduce or waive the fees in the Fee Schedule based upon adopted standards regarding indigency, ability to pay, and policies for collection of delinquent accounts. The

Fire Chief may delegate such authority to the Chief Financial Officer.

6. **Severability.** If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

7. **Effective Date.** This Resolution shall take effect and be enforced as of January 1, 2026.

Adopted this 17th day of November 2025.

SOUTH METRO FIRE RESCUE FIRE
PROTECTION DISTRICT

By: _____
Jim Albee, President
Board of Directors

Attest:

William Shriver, Treasurer
Board of Directors

EXHIBIT A

Fee Schedule

Basic Fee: \$1,900.00

Fee per Mile: \$31.00

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

RESOLUTION NO. 2025-11

A RESOLUTION REPEALING AND ADOPTING AN UPDATED FEE SCHEDULE FOR FIRE CODE INSPECTIONS

WHEREAS, the South Metro Fire Rescue Fire Protection District (the "District") is a quasi-municipal corporation and political subdivision of the State of Colorado and a duly organized and existing special district pursuant to Title 32, Article 1, Colorado Revised Statutes; and

WHEREAS, Sections 32-1-1002 (d) and (e), C.R.S., authorize fire protection districts to adopt and enforce fire codes and to fix and from time to time increase or decrease fees and charges for fire code inspections; and

WHEREAS, the District incurs certain costs in order to provide inspections and plan reviews pursuant to the International Fire Code ("Fire Code Inspections"); and

WHEREAS, the Board previously adopted various fee schedules for Fire Code Inspections in an effort to offset the reasonable costs of providing Fire Code Inspections; and

WHEREAS, due to increased costs, the Board hereby finds that it is necessary and desirable to repeal the previously adopted fee schedules and re-adopt a new cumulative fee schedule, which will help offset the reasonable costs incurred by the District for providing Fire Code Inspections.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT AS FOLLOWS:

1. **Repeal of Previous Fee Schedules.** The Board hereby repeals all previous fee schedules for Fire Code Inspections adopted by the Board, including without limitation the fee schedules adopted by reference in Resolution No. 2024-14.
2. **Adoption of Updated Fee Schedule.** The Board hereby adopts the Fee Schedule attached hereto as Exhibit A.
3. **Fire Chief to Adjust Fees.** The Fire Chief may periodically adjust the Fee Schedule by written Order of the Fire Chief without further Board action, so long as such adjustments are related to the costs to provide Fire Code Inspection services and do not exceed the increase of the most recent Denver-Aurora-Lakewood urban consumer price index (CPI-U). By written Order, the Fire Chief may delegate such authority to the Chief

Financial Officer. The Board shall be informed of any additional corrections or adjustments in order to determine if a readoption by the Board is necessary.

4. **Fire Marshal Authority to Reduce or Waive Fees.** The Fire Marshal is authorized to reduce or waive the fees in the Fee Schedule based upon the circumstances of specific projects which are determined, in his or her sole discretion, to result in reduced or nominal costs to the District for the services provided.

5. **Waiver for Governmental Entities.** The Fire Chief is authorized to reduce or waive the fees in the Fee Schedule, except punitive fees, for governmental entities, including, but not limited to counties, municipalities, schools and special districts, when determined by the Fire Chief in his sole discretion that either (i) the governmental entity provides reciprocal services or benefits to be of approximately equal benefit to the District, or (ii) the governmental entity's project or special event will result in reduced or nominal costs to the District for the services provided. Punitive fees include, without limitation, re-inspection, after hours inspection, and re-submittals after the first re-submittal.

6. **Severability.** If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

7. **Effective Date.** This Resolution shall take effect and be enforced as of January 1, 2026.

Adopted this 17th day of November 2025.

SOUTH METRO FIRE RESCUE FIRE
PROTECTION DISTRICT

By: _____
Jim Albee, President
Board of Directors

Attest:

William Shriver, Treasurer
Board of Directors

EXHIBIT A

Fee Schedule

South Metro Fire Rescue – Fees – Effective Date: January 1, 2026

Plan Review & Inspection Fee Schedule				
Work Item	Current Rate	Proposed Rate	\$ Change	% Change
FIRE PROTECTION SYSTEMS				
NFPA 13 System Modification: ≤ 50 Sprinkler Heads	\$ 332.92	\$ 344.57	\$ 11.65	3.5%
NFPA 13 System Modification: 51-300 Sprinkler Heads	\$ 400.30	\$ 414.31	\$ 14.01	3.5%
NFPA 13 System Modification: > 300 Sprinkler Heads	\$ 815.44	\$ 843.98	\$ 28.54	3.5%
NFPA 13R System Modification	\$ 932.83	\$ 965.48	\$ 32.65	3.5%
NFPA 13D System Modification	\$ 509.44	\$ 527.27	\$ 17.83	3.5%
Hydraulic Calculation Modifier (in addition for all) - Modification	\$ 760.38	\$ 786.99	\$ 26.61	3.5%
Fire Alarm System (sprinkler monitoring only)	\$ 419.60	\$ 434.29	\$ 14.69	3.5%
Fire Alarm System Modification Base Fee	\$ 445.53	\$ 461.12	\$ 15.59	3.5%
Plus Additional Device (per device)	\$ 5.91	\$ 6.12	\$ 0.21	3.5%
Fire Alarm Control Panel Replacement	\$ 629.87	\$ 651.92	\$ 22.05	3.5%
Plus Additional Device (per device)	\$ 5.91	\$ 6.12	\$ 0.21	3.5%
Alternative Suppression Systems / Dry Chemical Suppression Systems	\$ 891.79	\$ 923.00	\$ 31.21	3.5%
Suppression Component Only	\$ 569.24	\$ 589.16	\$ 19.92	3.5%
Alarm Component Only	\$ 489.79	\$ 506.93	\$ 17.14	3.5%
Underground Fire Line (UFL)	\$ 601.18	\$ 622.22	\$ 21.04	3.5%
Fire Pump	\$ 625.17	\$ 647.05	\$ 21.88	3.5%
Back Flow Preventer	\$ 273.38	\$ 282.95	\$ 9.57	3.5%
Hood & Duct Fire Protection (per hood)	\$ 382.65	\$ 396.04	\$ 13.39	3.5%
Standpipe	\$ 891.64	\$ 922.85	\$ 31.21	3.5%
Temporary Standpipe	\$ 360.24	\$ 372.85	\$ 12.61	3.5%
Foam System	\$ 774.86	\$ 801.98	\$ 27.12	3.5%
WATER SUPPLY				
Commercial Water Distribution System	\$ 157.67	\$ 163.19	\$ 5.52	3.5%
Residential Water Distribution System	\$ 366.46	\$ 379.29	\$ 12.83	3.5%
Cistern for Fire Protection	\$ 792.00	\$ 819.72	\$ 27.72	3.5%
BUILDING SYSTEMS				
Radio Amplification (Emergency Responder Radio Coverage System)	\$ 340.12	\$ 352.02	\$ 11.90	3.5%
Battery System (UPS)	\$ 473.70	\$ 490.28	\$ 16.58	3.5%
Photovoltaic System	\$ 426.12	\$ 441.03	\$ 14.91	3.5%
Medical Gas System (per system)	\$ 969.06	\$ 1,002.98	\$ 33.92	3.5%
Refrigeration System (per system)	\$ 407.39	\$ 421.65	\$ 14.26	3.5%
Spray Booths or Spray Rooms	\$ 353.16	\$ 365.52	\$ 12.36	3.5%
Smoke Control System	\$ 3,521.39	\$ 3,644.64	\$ 123.25	3.5%
Mixing Rooms	\$ 353.16	\$ 365.52	\$ 12.36	3.5%
Generators	\$ 546.18	\$ 565.30	\$ 19.12	3.5%
Combustible Dust Collection	\$ 736.64	\$ 762.42	\$ 25.78	3.5%
Access Control Systems	\$ 327.17	\$ 338.62	\$ 11.45	3.5%
DEMOLITIONS				
Building Demolition	\$ 170.22	\$ 176.18	\$ 5.96	3.5%
Tenant Improvement Demolition	\$ 464.83	\$ 481.10	\$ 16.27	3.5%
Fire Alarm Demolition	\$ 333.62	\$ 345.30	\$ 11.68	3.5%
Sprinkler System Demolition	\$ 255.05	\$ 263.98	\$ 8.93	3.5%
Access Control Demolition	\$ 268.97	\$ 278.38	\$ 9.41	3.5%

South Metro Fire Rescue – Fees – Effective Date: January 1, 2026

Plan Review & Inspection Fee Schedule

Work Item	Current Rate	Proposed Rate	\$ Change	% Change
OPERATIONAL PERMITS				
Event Permit - < 150 on site at one time	no fee	no fee	no fee	no fee
Event Permit - > 150 but < 500 on site at one time	\$ 130.00	\$ 134.55	\$ 4.55	3.5%
Event Permit - > 500 but < 1,000 on site at one time	\$ 195.00	\$ 201.83	\$ 6.82	3.5%
Event Permit - > 1,000 on site at one time	\$ 260.00	\$ 269.10	\$ 9.10	3.5%
Additional Event Inspection Fee	\$ 60.00	\$ 62.10	\$ 2.10	3.5%
<i>Seasonal Events (same setup multiple times within the calendar year) is equal to the "Total Actual Cost" above for the appropriate threshold, plus one (1) "additional event inspection fee".</i>	varies	varies	varies	varies
Tent Permit (absent a special event)	\$ 130.00	\$ 134.55	\$ 4.55	3.5%
Mobile Food Preparation Vehicle Permit (annual)	\$ 95.00	\$ 98.33	\$ 3.32	3.5%
Fireworks Display	\$ 1,298.63	\$ 1,344.08	\$ 45.45	3.5%
Fireworks Sales (includes temporary tent fees when combined with firework sales)	\$ 679.92	\$ 703.72	\$ 23.80	3.5%
Indoor Pyrotechnics Display (proximate audience pyrotechnics including fire effects)	\$ 569.58	\$ 589.52	\$ 19.94	3.5%
Carnival or Special Amusement Building	\$ 575.09	\$ 595.22	\$ 20.13	3.5%
Explosives manufacturing, storage, sales, or use	\$ 1,065.30	\$ 1,102.59	\$ 37.29	3.5%
Open Burning	\$ 486.35	\$ 503.37	\$ 17.02	3.5%
Special Use	\$ 307.44	\$ 318.20	\$ 10.76	3.5%
HAZARDOUS MATERIALS				
AST Installation	\$ 472.34	\$ 488.87	\$ 16.53	3.5%
AST Removal	\$ 390.33	\$ 403.99	\$ 13.66	3.5%
UST Installation	\$ 793.09	\$ 820.85	\$ 27.76	3.5%
UST Removal	\$ 312.10	\$ 323.02	\$ 10.92	3.5%
Compressed Gas Systems (per system)	\$ 446.13	\$ 461.74	\$ 15.61	3.5%
LP- Gas Temporary Installation (Temporary Heat, Construction Site Install, etc.)	\$ 366.49	\$ 379.32	\$ 12.83	3.5%
LP- Gas Permanent Installation	\$ 366.49	\$ 379.32	\$ 12.83	3.5%
LP-Gas Tank Cages (i.e. propane exchange)	\$ 289.91	\$ 300.06	\$ 10.15	3.5%
HazMat Chemical Inventory	\$ 431.51	\$ 446.61	\$ 15.10	3.5%
HazMat Management Plan	\$ 279.44	\$ 289.22	\$ 9.78	3.5%
MISCELLANEOUS FEES				
Parker (inspection cost will be charged on an hourly basis)	\$ 237.96	\$ 246.29	\$ 8.33	3.5%
High Piled Combustible Storage	\$ 377.81	\$ 391.03	\$ 13.22	3.5%
Vehicle Access Gates	\$ 320.65	\$ 331.87	\$ 11.22	3.5%
Temporary Access Road Agreement	\$ 382.13	\$ 395.50	\$ 13.37	3.5%
Alternative Materials & Methods	\$ 149.96	\$ 155.21	\$ 5.25	3.5%
Photoluminescent Egress Path Marking	\$ 450.31	\$ 466.07	\$ 15.76	3.5%
Fire Safety Emergency Plan	\$ 110.16	\$ 114.02	\$ 3.86	3.5%
Change of Use	\$ 568.11	\$ 587.99	\$ 19.88	3.5%
Pool	\$ 381.45	\$ 394.80	\$ 13.35	3.5%
OTHER FEES AND PENALTIES				
Construction-Related False Alarm Inspection Fee	\$ 275.00	\$ 284.63	\$ 9.63	3.5%
Re-Inspection Fee / Release of Stop Work Order	\$ 275.00	\$ 284.63	\$ 9.63	3.5%
Work Without a Permit or Approval - Two times the amount of the original permit fee.	varies	varies	varies	varies
Technical Assistance Fee - Based on the actual cost of South Metro Fire Rescue.	varies	varies	varies	varies
Hazardous Materials Response Fee - Based on the actual cost to South Metro Fire Rescue.	varies	varies	varies	varies
STANDARD HOURLY RATE FEES				
Plan Review Re-Submittal or Review of Amendments to Existing Permits (per hour, 1-hour minimum)	\$ 92.96	\$ 96.22	\$ 3.25	3.5%
Inspection Outside of South Metro Fire Rescue Business Hours (per hour/per inspector)	\$ 92.96	\$ 96.22	\$ 3.25	3.5%
Fire Watch (per hour/per inspector)	\$ 92.96	\$ 96.22	\$ 3.25	3.5%

South Metro Fire Rescue – Fees – Effective Date: January 1, 2026

New Construction and Tenant Improvements (Includes New Fire Sprinklers and New Fire Alarms)														
IBC Class	IBC/CBC Occupancy Type	Project Size Threshold	Proposed Base				Current Cost for Each Additional 100 SF				Proposed Cost for Each Additional 100 SF			
			Current Base Cost	Proposed Base Cost	\$ Change	% Change	Current Cost for Each Additional 100 SF	Proposed Cost for Each Additional 100 SF	\$ Change	% Change	Current Cost for Each Additional 100 SF	Proposed Cost for Each Additional 100 SF	\$ Change	% Change
A-1	Assembly—Fixed Seating	3,000	\$ 1,264.55	\$ 1,308.81	\$ 44.26	3.5%	\$ 2.07	\$ 2.14	\$ 0.07	3.5%	\$ 2.07	\$ 2.14	\$ 0.07	3.5%
	Assembly—Fixed Seating	15,000	\$ 1,512.09	\$ 1,565.01	\$ 52.92	3.5%	\$ 2.37	\$ 2.45	\$ 0.08	3.5%	\$ 2.37	\$ 2.45	\$ 0.08	3.5%
	Assembly—Fixed Seating	30,000	\$ 1,868.46	\$ 1,933.86	\$ 65.40	3.5%	\$ 3.94	\$ 4.08	\$ 0.14	3.5%	\$ 3.94	\$ 4.08	\$ 0.14	3.5%
	Assembly—Fixed Seating	60,000	\$ 3,049.60	\$ 3,156.34	\$ 106.74	3.5%	\$ 2.21	\$ 2.29	\$ 0.08	3.5%	\$ 2.21	\$ 2.29	\$ 0.08	3.5%
	Assembly—Fixed Seating	150,000	\$ 5,030.60	\$ 5,206.67	\$ 176.07	3.5%	\$ 1.55	\$ 1.60	\$ 0.05	3.5%	\$ 1.55	\$ 1.60	\$ 0.05	3.5%
A-2	Assembly—Food & Drink	300,000	\$ 7,347.79	\$ 7,604.96	\$ 257.17	3.5%	\$ 2.44	\$ 2.53	\$ 0.09	3.5%	\$ 2.44	\$ 2.53	\$ 0.09	3.5%
	Assembly—Food & Drink	750	\$ 615.87	\$ 637.43	\$ 21.56	3.5%	\$ 4.01	\$ 4.15	\$ 0.14	3.5%	\$ 4.01	\$ 4.15	\$ 0.14	3.5%
	Assembly—Food & Drink	3,750	\$ 735.76	\$ 761.51	\$ 25.75	3.5%	\$ 4.48	\$ 4.63	\$ 0.16	3.5%	\$ 4.48	\$ 4.63	\$ 0.16	3.5%
	Assembly—Food & Drink	7,500	\$ 904.14	\$ 935.79	\$ 31.65	3.5%	\$ 7.83	\$ 8.10	\$ 0.27	3.5%	\$ 7.83	\$ 8.10	\$ 0.27	3.5%
	Assembly—Food & Drink	15,000	\$ 1,491.14	\$ 1,543.33	\$ 52.19	3.5%	\$ 4.06	\$ 4.20	\$ 0.14	3.5%	\$ 4.06	\$ 4.20	\$ 0.14	3.5%
A-3	Assembly—Food & Drink	37,500	\$ 2,404.53	\$ 2,488.69	\$ 84.16	3.5%	\$ 2.84	\$ 2.94	\$ 0.10	3.5%	\$ 2.84	\$ 2.94	\$ 0.10	3.5%
	Assembly—Food & Drink	75,000	\$ 3,474.45	\$ 3,596.05	\$ 121.61	3.5%	\$ 4.63	\$ 4.79	\$ 0.16	3.5%	\$ 4.63	\$ 4.79	\$ 0.16	3.5%
	Assembly—Worship, Amusement	2,000	\$ 1,017.75	\$ 1,053.37	\$ 35.62	3.5%	\$ 2.54	\$ 2.62	\$ 0.09	3.5%	\$ 2.54	\$ 2.62	\$ 0.09	3.5%
	Assembly—Worship, Amusement	10,000	\$ 1,221.28	\$ 1,264.03	\$ 42.74	3.5%	\$ 3.10	\$ 3.21	\$ 0.11	3.5%	\$ 3.10	\$ 3.21	\$ 0.11	3.5%
	Assembly—Worship, Amusement	20,000	\$ 1,531.56	\$ 1,585.16	\$ 53.60	3.5%	\$ 4.38	\$ 4.54	\$ 0.15	3.5%	\$ 4.38	\$ 4.54	\$ 0.15	3.5%
A-4	Assembly—Worship, Amusement	40,000	\$ 2,408.10	\$ 2,492.39	\$ 84.28	3.5%	\$ 3.13	\$ 3.24	\$ 0.11	3.5%	\$ 3.13	\$ 3.24	\$ 0.11	3.5%
	Assembly—Worship, Amusement	100,000	\$ 4,289.11	\$ 4,439.23	\$ 150.12	3.5%	\$ 2.16	\$ 2.24	\$ 0.08	3.5%	\$ 2.16	\$ 2.24	\$ 0.08	3.5%
	Assembly—Worship, Amusement	200,000	\$ 6,450.59	\$ 6,676.36	\$ 225.77	3.5%	\$ 3.22	\$ 3.33	\$ 0.11	3.5%	\$ 3.22	\$ 3.33	\$ 0.11	3.5%
	Assembly—Indoor Sport Viewing	1,500	\$ 1,300.11	\$ 1,345.61	\$ 45.50	3.5%	\$ 4.25	\$ 4.40	\$ 0.15	3.5%	\$ 4.25	\$ 4.40	\$ 0.15	3.5%
	Assembly—Indoor Sport Viewing	7,500	\$ 1,555.26	\$ 1,609.69	\$ 54.43	3.5%	\$ 4.94	\$ 5.11	\$ 0.17	3.5%	\$ 4.94	\$ 5.11	\$ 0.17	3.5%
A-5	Assembly—Indoor Sport Viewing	15,000	\$ 1,926.65	\$ 1,994.08	\$ 67.43	3.5%	\$ 7.98	\$ 8.26	\$ 0.28	3.5%	\$ 7.98	\$ 8.26	\$ 0.28	3.5%
	Assembly—Indoor Sport Viewing	30,000	\$ 3,125.24	\$ 3,234.63	\$ 109.38	3.5%	\$ 4.65	\$ 4.82	\$ 0.16	3.5%	\$ 4.65	\$ 4.82	\$ 0.16	3.5%
	Assembly—Indoor Sport Viewing	75,000	\$ 5,218.09	\$ 5,400.72	\$ 182.63	3.5%	\$ 3.25	\$ 3.37	\$ 0.11	3.5%	\$ 3.25	\$ 3.37	\$ 0.11	3.5%
	Assembly—Indoor Sport Viewing	150,000	\$ 7,655.97	\$ 7,923.93	\$ 267.96	3.5%	\$ 5.11	\$ 5.29	\$ 0.18	3.5%	\$ 5.11	\$ 5.29	\$ 0.18	3.5%
	Assembly—Outdoor Activities	7,500	\$ 2,552.05	\$ 2,641.38	\$ 89.32	3.5%	\$ 1.71	\$ 1.77	\$ 0.06	3.5%	\$ 1.71	\$ 1.77	\$ 0.06	3.5%
A	Assembly—Outdoor Activities	37,500	\$ 3,064.13	\$ 3,171.38	\$ 107.24	3.5%	\$ 2.27	\$ 2.35	\$ 0.08	3.5%	\$ 2.27	\$ 2.35	\$ 0.08	3.5%
	Assembly—Outdoor Activities	75,000	\$ 3,912.98	\$ 4,049.94	\$ 136.95	3.5%	\$ 2.70	\$ 2.80	\$ 0.09	3.5%	\$ 2.70	\$ 2.80	\$ 0.09	3.5%
	Assembly—Outdoor Activities	150,000	\$ 5,943.97	\$ 6,152.01	\$ 208.04	3.5%	\$ 2.40	\$ 2.48	\$ 0.08	3.5%	\$ 2.40	\$ 2.48	\$ 0.08	3.5%
	Assembly—Outdoor Activities	375,000	\$ 11,323.63	\$ 11,719.96	\$ 396.33	3.5%	\$ 1.62	\$ 1.68	\$ 0.06	3.5%	\$ 1.62	\$ 1.68	\$ 0.06	3.5%
	Assembly—Outdoor Activities	750,000	\$ 17,426.86	\$ 18,036.80	\$ 609.94	3.5%	\$ 2.32	\$ 2.41	\$ 0.08	3.5%	\$ 2.32	\$ 2.41	\$ 0.08	3.5%
B	A Occupancy Tenant Improvements	500	\$ 488.35	\$ 505.44	\$ 17.09	3.5%	\$ 4.79	\$ 4.96	\$ 0.17	3.5%	\$ 4.79	\$ 4.96	\$ 0.17	3.5%
	A Occupancy Tenant Improvements	2,500	\$ 853.51	\$ 883.94	\$ 30.42	3.5%	\$ 5.39	\$ 5.58	\$ 0.19	3.5%	\$ 5.39	\$ 5.58	\$ 0.19	3.5%
	A Occupancy Tenant Improvements	5,000	\$ 718.55	\$ 743.70	\$ 25.15	3.5%	\$ 9.23	\$ 9.56	\$ 0.32	3.5%	\$ 9.23	\$ 9.56	\$ 0.32	3.5%
	A Occupancy Tenant Improvements	10,000	\$ 1,180.23	\$ 1,221.54	\$ 41.31	3.5%	\$ 4.92	\$ 5.09	\$ 0.17	3.5%	\$ 4.92	\$ 5.09	\$ 0.17	3.5%
	A Occupancy Tenant Improvements	25,000	\$ 1,919.37	\$ 1,986.55	\$ 67.18	3.5%	\$ 3.44	\$ 3.56	\$ 0.12	3.5%	\$ 3.44	\$ 3.56	\$ 0.12	3.5%
B	A Occupancy Tenant Improvements	50,000	\$ 2,777.38	\$ 2,874.59	\$ 97.21	3.5%	\$ 5.56	\$ 5.75	\$ 0.19	3.5%	\$ 5.56	\$ 5.75	\$ 0.19	3.5%
	Business—Chemicals	300	\$ 754.83	\$ 781.25	\$ 26.42	3.5%	\$ 12.28	\$ 12.71	\$ 0.43	3.5%	\$ 12.28	\$ 12.71	\$ 0.43	3.5%
	Business—Chemicals	1,500	\$ 902.33	\$ 933.91	\$ 31.58	3.5%	\$ 13.43	\$ 13.90	\$ 0.47	3.5%	\$ 13.43	\$ 13.90	\$ 0.47	3.5%
	Business—Chemicals	3,000	\$ 1,103.78	\$ 1,142.41	\$ 38.63	3.5%	\$ 24.43	\$ 25.29	\$ 0.86	3.5%	\$ 24.43	\$ 25.29	\$ 0.86	3.5%
	Business—Chemicals	6,000	\$ 1,836.94	\$ 1,901.23	\$ 64.29	3.5%	\$ 11.89	\$ 12.31	\$ 0.42	3.5%	\$ 11.89	\$ 12.31	\$ 0.42	3.5%
B	Business—Chemicals	15,000	\$ 2,906.70	\$ 3,008.43	\$ 101.73	3.5%	\$ 8.36	\$ 8.65	\$ 0.29	3.5%	\$ 8.36	\$ 8.65	\$ 0.29	3.5%
	Business—Chemicals	30,000	\$ 4,161.68	\$ 4,307.33	\$ 145.66	3.5%	\$ 13.88	\$ 14.36	\$ 0.49	3.5%	\$ 13.88	\$ 14.36	\$ 0.49	3.5%
	Business	2,000	\$ 518.81	\$ 536.97	\$ 18.16	3.5%	\$ 1.29	\$ 1.33	\$ 0.05	3.5%	\$ 1.29	\$ 1.33	\$ 0.05	3.5%
	Business	10,000	\$ 621.30	\$ 643.04	\$ 21.75	3.5%	\$ 1.64	\$ 1.70	\$ 0.06	3.5%	\$ 1.64	\$ 1.70	\$ 0.06	3.5%
	Business	20,000	\$ 786.13	\$ 813.65	\$ 27.51	3.5%	\$ 2.17	\$ 2.25	\$ 0.08	3.5%	\$ 2.17	\$ 2.25	\$ 0.08	3.5%
B	Business	40,000	\$ 1,220.01	\$ 1,262.71	\$ 42.70	3.5%	\$ 1.66	\$ 1.72	\$ 0.06	3.5%	\$ 1.66	\$ 1.72	\$ 0.06	3.5%
	Business	100,000	\$ 2,214.71	\$ 2,292.22	\$ 77.51	3.5%	\$ 1.14	\$ 1.18	\$ 0.04	3.5%	\$ 1.14	\$ 1.18	\$ 0.04	3.5%
	Business	200,000	\$ 3,353.54	\$ 3,470.92	\$ 117.37	3.5%	\$ 1.67	\$ 1.73	\$ 0.06	3.5%	\$ 1.67	\$ 1.73	\$ 0.06	3.5%
	B Occupancy Tenant Improvements	250	\$ 250.73	\$ 259.51	\$ 8.78	3.5%	\$ 4.85	\$ 5.02	\$ 0.17	3.5%	\$ 4.85	\$ 5.02	\$ 0.17	3.5%
	B Occupancy Tenant Improvements	1,250	\$ 299.11	\$ 309.58	\$ 10.47	3.5%	\$ 5.19	\$ 5.38	\$ 0.18	3.5%	\$ 5.19	\$ 5.38	\$ 0.18	3.5%
E	B Occupancy Tenant Improvements	2,500	\$ 383.65	\$ 396.38	\$ 12.73	3.5%	\$ 9.92	\$ 10.26	\$ 0.35	3.5%	\$ 9.92	\$ 10.26	\$ 0.35	3.5%
	B Occupancy Tenant Improvements	5,000	\$ 611.04	\$ 632.42	\$ 21.39	3.5%	\$ 4.45	\$ 4.60	\$ 0.16	3.5%	\$ 4.45	\$ 4.60	\$ 0.16	3.5%
	B Occupancy Tenant Improvements	12,500	\$ 944.67	\$ 977.73	\$ 33.06	3.5%	\$ 3.17	\$ 3.28	\$ 0.11	3.5%	\$ 3.17	\$ 3.28	\$ 0.11	3.5%
	B Occupancy Tenant Improvements	25,000	\$ 1,339.60	\$ 1,386.49	\$ 46.89	3.5%	\$ 5.36	\$ 5.55	\$ 0.19	3.5%	\$ 5.36	\$ 5.55	\$ 0.19	3.5%
	B Occupancy Tenant Improvements	50,000	\$ 1,351.12	\$ 1,398.41	\$ 47.29	3.5%	\$ 1.31	\$ 1.36	\$ 0.05	3.5%	\$ 1.31	\$ 1.36	\$ 0.05	3.5%
E	Educational—School	25,000	\$ 1,612.69	\$ 1,669.13	\$ 56.44	3.5%	\$ 1.49	\$ 1.54	\$ 0.05	3.5%	\$ 1.49	\$ 1.54	\$ 0.05	3.5%
	Educational—School	50,000	\$ 1,987.18	\$ 2,056.73	\$ 69.55	3.5%	\$ 2.56	\$ 2.65	\$ 0.09	3.5%	\$ 2.56	\$ 2.65	\$ 0.09	3.5%
	Educational—School	100,000	\$ 3,266.90	\$ 3,381.25	\$ 114.34	3.5%	\$ 1.36	\$ 1.40	\$ 0.05	3.5%	\$ 1.36	\$ 1.40	\$ 0.05	3.5%
	Educational—School	250,000	\$ 5,312.17	\$ 5,498.10	\$ 185.93	3.5%	\$ 0.92	\$ 0.95	\$ 0.03	3.5%	\$ 0.92	\$ 0.95	\$ 0.03	3.5%
	Educational—School	500,000	\$ 7,633.21	\$ 7,900.37	\$ 267.16	3.5%	\$ 1.53	\$ 1.58	\$ 0.05	3.5%	\$ 1.53	\$ 1.58	\$ 0.05	3.5%
E	Educational—Day Care	750	\$ 642.44	\$ 664.92	\$ 22.49	3.5%	\$ 4.25	\$ 4.40	\$ 0.15	3.5%	\$ 4.25	\$ 4.40	\$ 0.15	3.5%
	Educational—Day Care	3,750	\$ 769.93	\$ 796.88	\$ 26.95	3.5%	\$ 5.31	\$ 5.50	\$ 0.19	3.5%	\$ 5.31	\$ 5.50	\$ 0.19	3.5%
	Educational—Day Care	7,500	\$ 969.61	\$ 1,003.55	\$ 33.94	3.5%	\$ 7.31	\$ 7.57	\$ 0.26	3.5%	\$ 7.31	\$ 7.57	\$ 0.26	3.5%
	Educational—Day Care	15,000	\$ 1,517.50	\$ 1,570.61	\$ 53.11	3.5%	\$ 5.40	\$ 5.59	\$ 0.19	3.5%	\$ 5.40	\$ 5.59	\$ 0.19	3.5%
	Educational—Day Care	37,500	\$ 2,732.84	\$ 2,828.49	\$ 95.65	3.5%	\$ 3.71	\$ 3.84	\$ 0.13	3.5%	\$ 3.71	\$ 3.84	\$ 0.13	3.5%
E	Educational—Day Care	75,000	\$ 4,121.93	\$ 4,266.20	\$ 144.27	3.5%	\$ 5.49	\$ 5.69	\$ 0.19	3.5%	\$ 5.49	\$ 5.69	\$ 0.19	3.5%
	E Occupancy Tenant Improvements	1,000	\$ 534.46	\$ 553.16	\$ 18.71	3.5%	\$ 2.61	\$ 2.70	\$ 0.09	3.5%	\$ 2.61	\$ 2.70	\$ 0.09	3.5%
	E Occupancy Tenant Improvements	5,000	\$ 639.48	\$ 661.86	\$ 22.38	3.5%	\$ 2.79	\$ 2.89	\$ 0.10	3.5%	\$ 2.79	\$ 2.89	\$ 0.10	3.5%
	E Occupancy Tenant Improvements	10,000	\$ 779.05	\$ 806.32	\$ 27.27	3.5%	\$ 5.27	\$ 5.46	\$ 0.18	3.5%	\$ 5.27	\$ 5.46	\$ 0.18	3.5%
	E Occupancy Tenant Improvements	20,000	\$ 1,305.46	\$ 1,351.15	\$ 45.69	3.5%	\$ 2.41	\$ 2.49	\$ 0.08	3.5%	\$ 2.41	\$ 2.49	\$ 0.08	3.5%
F-1	E Occupancy Tenant Improvements	50,000	\$ 2,026.75	\$ 2,097.68	\$ 70.94	3.5%	\$ 1.70	\$ 1.76	\$ 0.06	3.5%	\$ 1.70	\$ 1.76	\$ 0.06	3.5%
	E Occupancy Tenant Improvements	100,000	\$ 2,673.60	\$ 2,774.18	\$ 100.58	3.5%	\$ 2.87	\$ 2.97	\$ 0.10	3.5%	\$ 2.87	\$ 2.97	\$ 0.10	3.5%
	Factory Industrial—Moderate Hazard	2,500	\$ 814.45											

South Metro Fire Rescue – Fees – Effective Date: January 1, 2026

New Construction and Tenant Improvements (Includes New Fire Sprinklers and New Fire Alarms)										
IBC Class	IBC/CBC Occupancy Type	Project Size		Proposed Base			Current Cost for Each Additional Proposed Cost for			
		Threshold	Current Base Cost	Cost	\$ Change	% Change	100 SF	100 SF	\$ Change	% Change
H-1	High Hazard Group H-1	500	\$ 1,189.41	\$ 1,231.04	\$ 41.63	3.5%	\$ 11.71	\$ 12.12	\$ 0.41	3.5%
	High Hazard Group H-1	2,500	\$ 1,423.80	\$ 1,473.63	\$ 49.83	3.5%	\$ 13.52	\$ 14.00	\$ 0.47	3.5%
	High Hazard Group H-1	5,000	\$ 1,761.62	\$ 1,823.28	\$ 61.66	3.5%	\$ 21.94	\$ 22.70	\$ 0.77	3.5%
	High Hazard Group H-1	10,000	\$ 2,858.93	\$ 2,958.99	\$ 100.06	3.5%	\$ 12.78	\$ 13.23	\$ 0.45	3.5%
	High Hazard Group H-1	25,000	\$ 4,776.53	\$ 4,943.71	\$ 167.18	3.5%	\$ 8.87	\$ 9.18	\$ 0.31	3.5%
H-2	High Hazard Group H-2	50,000	\$ 6,996.19	\$ 7,241.06	\$ 244.87	3.5%	\$ 14.00	\$ 14.49	\$ 0.49	3.5%
	High Hazard Group H-2	250	\$ 1,052.79	\$ 1,089.64	\$ 36.85	3.5%	\$ 20.67	\$ 21.39	\$ 0.72	3.5%
	High Hazard Group H-2	1,250	\$ 1,260.01	\$ 1,304.11	\$ 44.10	3.5%	\$ 23.68	\$ 24.51	\$ 0.83	3.5%
	High Hazard Group H-2	2,500	\$ 1,554.58	\$ 1,608.99	\$ 54.41	3.5%	\$ 39.17	\$ 40.54	\$ 1.37	3.5%
	High Hazard Group H-2	5,000	\$ 2,634.43	\$ 2,723.13	\$ 88.70	3.5%	\$ 22.10	\$ 22.88	\$ 0.77	3.5%
H-3	High Hazard Group H-3	12,500	\$ 4,192.74	\$ 4,339.49	\$ 146.75	3.5%	\$ 15.39	\$ 15.93	\$ 0.54	3.5%
	High Hazard Group H-3	25,000	\$ 6,116.39	\$ 6,330.46	\$ 214.07	3.5%	\$ 24.46	\$ 25.31	\$ 0.86	3.5%
	High Hazard Group H-3	250	\$ 950.72	\$ 984.00	\$ 33.28	3.5%	\$ 18.71	\$ 19.36	\$ 0.65	3.5%
	High Hazard Group H-3	1,250	\$ 1,138.32	\$ 1,178.16	\$ 39.84	3.5%	\$ 21.50	\$ 22.25	\$ 0.75	3.5%
	High Hazard Group H-3	2,500	\$ 1,406.73	\$ 1,455.96	\$ 49.24	3.5%	\$ 25.31	\$ 26.54	\$ 1.24	3.5%
H-4	High Hazard Group H-4	5,000	\$ 2,289.66	\$ 2,369.80	\$ 80.14	3.5%	\$ 30.14	\$ 30.85	\$ 0.71	3.5%
	High Hazard Group H-4	12,500	\$ 3,800.75	\$ 3,933.78	\$ 133.03	3.5%	\$ 14.00	\$ 14.49	\$ 0.49	3.5%
	High Hazard Group H-4	25,000	\$ 5,550.15	\$ 5,744.40	\$ 194.26	3.5%	\$ 22.20	\$ 22.98	\$ 0.78	3.5%
	High Hazard Group H-4	500	\$ 1,045.02	\$ 1,081.60	\$ 36.58	3.5%	\$ 10.18	\$ 10.54	\$ 0.36	3.5%
	High Hazard Group H-4	2,500	\$ 1,248.16	\$ 1,291.84	\$ 43.69	3.5%	\$ 11.12	\$ 11.51	\$ 0.39	3.5%
H-5	High Hazard Group H-5	5,000	\$ 1,526.72	\$ 1,580.16	\$ 53.44	3.5%	\$ 20.33	\$ 21.04	\$ 0.71	3.5%
	High Hazard Group H-5	10,000	\$ 2,543.21	\$ 2,632.22	\$ 89.01	3.5%	\$ 9.82	\$ 10.16	\$ 0.34	3.5%
	High Hazard Group H-5	25,000	\$ 4,015.79	\$ 4,156.34	\$ 140.55	3.5%	\$ 6.90	\$ 7.14	\$ 0.24	3.5%
	High Hazard Group H-5	50,000	\$ 5,741.94	\$ 5,942.91	\$ 200.97	3.5%	\$ 11.49	\$ 11.89	\$ 0.40	3.5%
	High Hazard Group H-5	2,000	\$ 2,209.03	\$ 2,286.34	\$ 77.32	3.5%	\$ 5.44	\$ 5.63	\$ 0.19	3.5%
H	High Hazard Group H-5	10,000	\$ 2,642.93	\$ 2,735.43	\$ 92.50	3.5%	\$ 6.35	\$ 6.58	\$ 0.22	3.5%
	High Hazard Group H-5	20,000	\$ 3,278.26	\$ 3,393.00	\$ 114.74	3.5%	\$ 10.09	\$ 10.44	\$ 0.35	3.5%
	High Hazard Group H-5	40,000	\$ 5,298.23	\$ 5,483.67	\$ 185.44	3.5%	\$ 6.05	\$ 6.26	\$ 0.21	3.5%
	High Hazard Group H-5	100,000	\$ 8,931.79	\$ 9,244.41	\$ 312.61	3.5%	\$ 4.19	\$ 4.34	\$ 0.15	3.5%
	High Hazard Group H-5	200,000	\$ 13,126.48	\$ 13,585.91	\$ 459.43	3.5%	\$ 6.56	\$ 6.79	\$ 0.23	3.5%
I-1	H Occupancy Tenant Improvements	250	\$ 589.41	\$ 610.04	\$ 20.63	3.5%	\$ 11.54	\$ 11.94	\$ 0.40	3.5%
	H Occupancy Tenant Improvements	1,250	\$ 705.21	\$ 729.89	\$ 24.68	3.5%	\$ 12.96	\$ 13.42	\$ 0.45	3.5%
	H Occupancy Tenant Improvements	2,500	\$ 866.33	\$ 896.65	\$ 30.32	3.5%	\$ 22.35	\$ 23.13	\$ 0.78	3.5%
	H Occupancy Tenant Improvements	5,000	\$ 1,425.06	\$ 1,474.94	\$ 49.88	3.5%	\$ 11.84	\$ 12.26	\$ 0.41	3.5%
	H Occupancy Tenant Improvements	12,500	\$ 2,313.44	\$ 2,394.41	\$ 80.97	3.5%	\$ 8.24	\$ 8.53	\$ 0.29	3.5%
I-2	H Occupancy Tenant Improvements	25,000	\$ 3,343.62	\$ 3,460.65	\$ 117.03	3.5%	\$ 13.38	\$ 13.85	\$ 0.47	3.5%
	Institutional—17+ persons, ambulatory	1,500	\$ 1,016.64	\$ 1,052.22	\$ 35.58	3.5%	\$ 3.32	\$ 3.43	\$ 0.12	3.5%
	Institutional—17+ persons, ambulatory	7,500	\$ 1,216.59	\$ 1,259.18	\$ 42.58	3.5%	\$ 3.83	\$ 3.96	\$ 0.13	3.5%
	Institutional—17+ persons, ambulatory	15,000	\$ 1,502.83	\$ 1,555.43	\$ 52.60	3.5%	\$ 6.32	\$ 6.54	\$ 0.22	3.5%
	Institutional—17+ persons, ambulatory	30,000	\$ 2,450.97	\$ 2,536.76	\$ 85.78	3.5%	\$ 3.56	\$ 3.68	\$ 0.12	3.5%
I-3	Institutional—17+ persons, ambulatory	75,000	\$ 4,055.18	\$ 4,197.11	\$ 141.93	3.5%	\$ 2.48	\$ 2.57	\$ 0.09	3.5%
	Institutional—17+ persons, ambulatory	150,000	\$ 5,919.62	\$ 6,126.81	\$ 207.19	3.5%	\$ 3.94	\$ 4.08	\$ 0.14	3.5%
	Institutional—6+ persons, non-ambulatory	5,000	\$ 2,541.76	\$ 2,630.72	\$ 88.96	3.5%	\$ 2.47	\$ 2.56	\$ 0.09	3.5%
	Institutional—6+ persons, non-ambulatory	25,000	\$ 3,035.72	\$ 3,141.97	\$ 106.25	3.5%	\$ 2.72	\$ 2.82	\$ 0.10	3.5%
	Institutional—6+ persons, non-ambulatory	50,000	\$ 3,715.82	\$ 3,845.87	\$ 130.05	3.5%	\$ 4.95	\$ 5.13	\$ 0.17	3.5%
I-4	Institutional—6+ persons, non-ambulatory	100,000	\$ 6,190.15	\$ 6,406.80	\$ 216.66	3.5%	\$ 2.39	\$ 2.47	\$ 0.08	3.5%
	Institutional—6+ persons, non-ambulatory	250,000	\$ 9,770.86	\$ 10,112.84	\$ 341.98	3.5%	\$ 1.68	\$ 1.74	\$ 0.06	3.5%
	Institutional—6+ persons, non-ambulatory	500,000	\$ 13,954.46	\$ 14,442.87	\$ 488.41	3.5%	\$ 2.78	\$ 2.88	\$ 0.10	3.5%
	Institutional—6+ persons, restrained	5,000	\$ 1,408.94	\$ 1,458.25	\$ 49.31	3.5%	\$ 1.40	\$ 1.45	\$ 0.05	3.5%
	Institutional—6+ persons, restrained	25,000	\$ 1,688.73	\$ 1,747.84	\$ 59.11	3.5%	\$ 1.63	\$ 1.69	\$ 0.06	3.5%
I	Institutional—6+ persons, restrained	50,000	\$ 2,097.11	\$ 2,170.51	\$ 73.40	3.5%	\$ 2.53	\$ 2.62	\$ 0.09	3.5%
	Institutional—6+ persons, restrained	100,000	\$ 3,362.37	\$ 3,480.05	\$ 117.68	3.5%	\$ 1.62	\$ 1.67	\$ 0.06	3.5%
	Institutional—6+ persons, restrained	250,000	\$ 5,786.67	\$ 5,989.21	\$ 202.53	3.5%	\$ 1.11	\$ 1.14	\$ 0.04	3.5%
	Institutional—6+ persons, restrained	500,000	\$ 8,568.34	\$ 8,868.23	\$ 299.89	3.5%	\$ 1.72	\$ 1.78	\$ 0.06	3.5%
	Institutional—6+ persons, day care	750	\$ 725.18	\$ 750.56	\$ 25.38	3.5%	\$ 4.80	\$ 4.96	\$ 0.17	3.5%
M	Institutional—6+ persons, day care	3,750	\$ 869.06	\$ 899.48	\$ 30.42	3.5%	\$ 5.84	\$ 6.04	\$ 0.20	3.5%
	Institutional—6+ persons, day care	7,500	\$ 1,088.30	\$ 1,126.39	\$ 38.09	3.5%	\$ 8.46	\$ 8.75	\$ 0.30	3.5%
	Institutional—6+ persons, day care	15,000	\$ 1,723.47	\$ 1,783.79	\$ 60.32	3.5%	\$ 5.81	\$ 6.01	\$ 0.20	3.5%
	Institutional—6+ persons, day care	37,500	\$ 3,029.93	\$ 3,135.98	\$ 106.05	3.5%	\$ 3.98	\$ 4.12	\$ 0.14	3.5%
	Institutional—6+ persons, day care	75,000	\$ 4,523.67	\$ 4,681.99	\$ 158.33	3.5%	\$ 6.03	\$ 6.24	\$ 0.21	3.5%
M	I Occupancy Tenant Improvements	1,000	\$ 488.35	\$ 505.44	\$ 17.09	3.5%	\$ 2.39	\$ 2.47	\$ 0.08	3.5%
	I Occupancy Tenant Improvements	5,000	\$ 583.51	\$ 603.94	\$ 20.42	3.5%	\$ 2.69	\$ 2.78	\$ 0.09	3.5%
	I Occupancy Tenant Improvements	10,000	\$ 717.47	\$ 742.58	\$ 25.11	3.5%	\$ 4.62	\$ 4.78	\$ 0.16	3.5%
	I Occupancy Tenant Improvements	20,000	\$ 1,180.30	\$ 1,221.61	\$ 41.31	3.5%	\$ 2.47	\$ 2.56	\$ 0.09	3.5%
	I Occupancy Tenant Improvements	50,000	\$ 1,921.38	\$ 1,988.63	\$ 67.25	3.5%	\$ 1.70	\$ 1.76	\$ 0.06	3.5%
R-1	I Occupancy Tenant Improvements	100,000	\$ 2,777.38	\$ 2,874.59	\$ 97.21	3.5%	\$ 2.77	\$ 2.87	\$ 0.10	3.5%
	Mercantile	10,000	\$ 2,619.61	\$ 2,711.29	\$ 91.69	3.5%	\$ 1.30	\$ 1.34	\$ 0.05	3.5%
	Mercantile	50,000	\$ 3,138.32	\$ 3,248.16	\$ 109.84	3.5%	\$ 1.48	\$ 1.53	\$ 0.05	3.5%
	Mercantile	100,000	\$ 3,876.35	\$ 4,012.02	\$ 135.67	3.5%	\$ 2.42	\$ 2.50	\$ 0.08	3.5%
	Mercantile	200,000	\$ 6,290.57	\$ 6,510.74	\$ 220.17	3.5%	\$ 1.42	\$ 1.47	\$ 0.05	3.5%
R-2	Mercantile	500,000	\$ 10,548.61	\$ 10,917.81	\$ 369.20	3.5%	\$ 0.98	\$ 1.01	\$ 0.03	3.5%
	Mercantile	1,000,000	\$ 15,426.63	\$ 15,966.57	\$ 539.93	3.5%	\$ 1.54	\$ 1.60	\$ 0.05	3.5%
	M Occupancy Tenant Improvements	500	\$ 350.72	\$ 362.99	\$ 12.28	3.5%	\$ 3.41	\$ 3.53	\$ 0.12	3.5%
	M Occupancy Tenant Improvements	2,500	\$ 418.72	\$ 433.37	\$ 14.66	3.5%	\$ 3.69	\$ 3.82	\$ 0.13	3.5%
	M Occupancy Tenant Improvements	5,000	\$ 511.43	\$ 529.33	\$ 17.90	3.5%	\$ 6.89	\$ 7.13	\$ 0.24	3.5%
R-3	M Occupancy Tenant Improvements	10,000	\$ 855.80	\$ 885.75	\$ 29.95	3.5%	\$ 3.20	\$ 3.31	\$ 0.11	3.5%
	M Occupancy Tenant Improvements	25,000	\$ 1,338.81	\$ 1,385.67	\$ 46.86	3.5%	\$ 2.26	\$ 2.33	\$ 0.08	3.5%
	M Occupancy Tenant Improvements	50,000	\$ 1,900.60	\$ 1,967.12	\$ 66.52	3.5%	\$ 3.80	\$ 3.94	\$ 0.13	3.5%
	M Occupancy Tenant Improvements	3,500	\$ 1,003.22	\$ 1,038.34	\$ 35.11	3.5%	\$ 1.41	\$ 1.46	\$ 0.05	3.5%
	M Occupancy Tenant Improvements	17,500	\$ 1,199.67	\$ 1,241.66	\$ 41.99	3.5%	\$ 1.58	\$ 1.64	\$ 0.06	3.5%
R-4	Residential—Transient	35,000	\$ 1,474.91	\$ 1,526.53	\$ 51.62	3.5%	\$ 2.74	\$ 2.83	\$ 0.10	3.5%
	Residential—Transient	70,000	\$ 2,430.77	\$ 2,515.85	\$ 85.08	3.5%	\$ 1.43	\$ 1.48	\$ 0.05	3.5%
	Residential—Transient	175,000	\$ 3,930.04	\$ 4,067.59	\$ 137.55	3.5%	\$ 1.01	\$ 1.04	\$ 0.04	3.5%
	Residential—Transient	350,000	\$ 5,692.41	\$ 5,891.64	\$ 199.23	3.5%	\$ 1.63	\$ 1.69	\$ 0.06	3.5%
	Residential—Permanent, 2+ Dwellings	3,500	\$ 1,146.50	\$ 1,186.63	\$ 40.13	3.5%	\$ 1.60	\$ 1.66	\$ 0.06	3.5%
R-5	Residential—Permanent, 2+ Dwellings	17,500	\$ 1,372.70	\$ 1,420.75	\$ 48.04	3.5%	\$ 1.76	\$ 1.82	\$ 0.06	3.5%
	Residential—Permanent, 2+ Dwellings	35,000	\$ 1,679.93	\$ 1,738.73	\$ 58.80	3.5%	\$ 3.16	\$ 3.27	\$ 0.11	3.5%
	Residential—Permanent, 2+ Dwellings	70,000	\$ 2,796.34	\$ 2,883.86	\$ 87.52	3.5%	\$ 1.59	\$ 1.65	\$ 0.06	3.5%
	Residential—Permanent, 2+ Dwellings	175,000	\$ 4,464.61	\$ 4,620.87	\$ 156.26	3.5%	\$ 1.12	\$ 1.16	\$ 0.04	3.5%
	Residential—Permanent, 2+ Dwellings	350,000	\$ 6,421.08	\$ 6,645.82	\$ 224.74	3.5%	\$ 1.83	\$ 1.89	\$ 0.06	3.5%
R-6	Residential—Permanent, 2+, Additional Identical Buildings	3,500	\$ 714.63	\$ 739.64	\$ 25.01	3.5%	\$ 1.02	\$ 1.05	\$ 0.04	3.5%
	Residential—Permanent, 2+, Additional Identical Buildings	17,500	\$ 858.29	\$ 888.33	\$ 30.04	3.5%	\$ 1.31	\$ 1.36	\$ 0.05	3.5%
	Residential—Permanent, 2+, Additional Identical Buildings	35,000	\$ 1,088.00	\$ 1,126.08	\$ 38.08	3.5%	\$ 1.68	\$ 1.74	\$ 0.06	3.5%
	Residential—Permanent, 2+, Additional Identical Buildings	70,000	\$ 1,675.97	\$ 1,734.63	\$ 58.66	3.5%	\$ 1.38	\$ 1.43	\$ 0.05	3.5%
	Residential—Permanent, 2+, Additional Identical Buildings	175,000	\$ 3,123.70	\$ 3,233.03	\$ 109.33	3.5%	\$ 0.93	\$ 0.96	\$ 0.0	

South Metro Fire Rescue – Fees – Effective Date: January 1, 2026

New Construction and Tenant Improvements (Includes New Fire Sprinklers and New Fire Alarms)

IBC Class	IBC/CBC Occupancy Type	Project Size Threshold	Proposed Base				Current Cost for Each Additional 100 SF				Proposed Cost for Each Additional 100 SF			
			Current Base Cost	Cost	\$ Change	% Change	100 SF	100 SF	\$ Change	% Change	100 SF	100 SF	\$ Change	% Change
R	R Occupancy Tenant Improvements	250	\$ 250.73	\$ 259.51	\$ 8.78	3.5%	\$ 4.85	\$ 5.02	\$ 0.17	3.5%				
	R Occupancy Tenant Improvements	1,250	\$ 299.11	\$ 309.58	\$ 10.47	3.5%	\$ 5.19	\$ 5.38	\$ 0.18	3.5%				
	R Occupancy Tenant Improvements	2,500	\$ 363.65	\$ 376.38	\$ 12.73	3.5%	\$ 9.92	\$ 10.26	\$ 0.35	3.5%				
	R Occupancy Tenant Improvements	5,000	\$ 611.04	\$ 632.42	\$ 21.39	3.5%	\$ 4.45	\$ 4.60	\$ 0.16	3.5%				
	R Occupancy Tenant Improvements	12,500	\$ 944.67	\$ 977.73	\$ 33.06	3.5%	\$ 3.17	\$ 3.28	\$ 0.11	3.5%				
	R Occupancy Tenant Improvements	25,000	\$ 1,339.60	\$ 1,386.49	\$ 46.89	3.5%	\$ 5.26	\$ 5.55	\$ 0.19	3.5%				
S	Storage	2,500	\$ 1,017.71	\$ 1,053.33	\$ 35.62	3.5%	\$ 1.99	\$ 2.06	\$ 0.07	3.5%				
	Storage	12,500	\$ 1,217.67	\$ 1,260.29	\$ 42.62	3.5%	\$ 2.31	\$ 2.39	\$ 0.08	3.5%				
	Storage	25,000	\$ 1,504.91	\$ 1,557.58	\$ 52.67	3.5%	\$ 3.77	\$ 3.91	\$ 0.13	3.5%				
	Storage	50,000	\$ 2,449.03	\$ 2,534.75	\$ 85.72	3.5%	\$ 2.14	\$ 2.22	\$ 0.08	3.5%				
	Storage	125,000	\$ 4,054.32	\$ 4,196.22	\$ 141.90	3.5%	\$ 1.48	\$ 1.53	\$ 0.05	3.5%				
	Storage	250,000	\$ 5,902.81	\$ 6,109.40	\$ 206.60	3.5%	\$ 2.36	\$ 2.44	\$ 0.08	3.5%				
	S Occupancy Tenant Improvements	500	\$ 350.72	\$ 362.99	\$ 12.28	3.5%	\$ 3.41	\$ 3.53	\$ 0.12	3.5%				
S Occupancy Tenant Improvements	2,500	\$ 418.72	\$ 433.37	\$ 14.66	3.5%	\$ 3.69	\$ 3.82	\$ 0.13	3.5%					
S Occupancy Tenant Improvements	5,000	\$ 511.43	\$ 529.33	\$ 17.90	3.5%	\$ 6.89	\$ 7.13	\$ 0.24	3.5%					
S Occupancy Tenant Improvements	10,000	\$ 855.80	\$ 885.75	\$ 29.95	3.5%	\$ 3.20	\$ 3.31	\$ 0.11	3.5%					
S Occupancy Tenant Improvements	25,000	\$ 1,338.81	\$ 1,385.67	\$ 46.86	3.5%	\$ 2.26	\$ 2.33	\$ 0.08	3.5%					
S Occupancy Tenant Improvements	50,000	\$ 1,900.60	\$ 1,967.12	\$ 66.52	3.5%	\$ 3.80	\$ 3.94	\$ 0.13	3.5%					
U	Accessory	500	\$ 493.74	\$ 511.02	\$ 17.28	3.5%	\$ 4.84	\$ 5.01	\$ 0.17	3.5%				
	Accessory	2,500	\$ 589.98	\$ 610.63	\$ 20.65	3.5%	\$ 5.47	\$ 5.66	\$ 0.19	3.5%				
	Accessory	5,000	\$ 726.09	\$ 751.50	\$ 25.41	3.5%	\$ 9.31	\$ 9.64	\$ 0.33	3.5%				
	Accessory	10,000	\$ 1,192.08	\$ 1,233.81	\$ 41.72	3.5%	\$ 5.02	\$ 5.19	\$ 0.18	3.5%				
	Accessory	25,000	\$ 1,945.23	\$ 2,013.31	\$ 68.08	3.5%	\$ 3.51	\$ 3.64	\$ 0.12	3.5%				
	Accessory	50,000	\$ 2,822.64	\$ 2,921.43	\$ 98.79	3.5%	\$ 5.65	\$ 5.85	\$ 0.20	3.5%				
	Automatic Sprinkler System, 13 Combustible	1,250	\$ 1,229.51	\$ 1,272.54	\$ 43.03	3.5%	\$ 4.88	\$ 5.05	\$ 0.17	3.5%				
Automatic Sprinkler System, 13 Combustible	6,250	\$ 1,474.44	\$ 1,526.04	\$ 51.61	3.5%	\$ 5.91	\$ 6.12	\$ 0.21	3.5%					
Automatic Sprinkler System, 13 Combustible	12,500	\$ 1,844.36	\$ 1,908.92	\$ 64.55	3.5%	\$ 8.61	\$ 8.91	\$ 0.30	3.5%					
Automatic Sprinkler System, 13 Combustible	25,000	\$ 2,921.19	\$ 3,023.43	\$ 102.24	3.5%	\$ 5.86	\$ 6.07	\$ 0.21	3.5%					
Automatic Sprinkler System, 13 Combustible	62,500	\$ 5,118.56	\$ 5,297.71	\$ 179.15	3.5%	\$ 4.07	\$ 4.22	\$ 0.14	3.5%					
Automatic Sprinkler System, 13 Combustible	125,000	\$ 7,962.30	\$ 7,930.48	\$ 268.18	3.5%	\$ 6.13	\$ 6.35	\$ 0.21	3.5%					
Automatic Sprinkler System, 13 Non-Combustible	5,000	\$ 1,164.07	\$ 1,204.82	\$ 40.74	3.5%	\$ 1.17	\$ 1.21	\$ 0.04	3.5%					
Automatic Sprinkler System, 13 Non-Combustible	25,000	\$ 1,397.93	\$ 1,446.86	\$ 48.93	3.5%	\$ 1.41	\$ 1.46	\$ 0.05	3.5%					
Automatic Sprinkler System, 13 Non-Combustible	50,000	\$ 1,751.61	\$ 1,812.91	\$ 61.31	3.5%	\$ 1.99	\$ 2.06	\$ 0.07	3.5%					
Automatic Sprinkler System, 13 Non-Combustible	100,000	\$ 2,747.83	\$ 2,844.00	\$ 96.17	3.5%	\$ 1.45	\$ 1.50	\$ 0.05	3.5%					
Automatic Sprinkler System, 13 Non-Combustible	250,000	\$ 4,919.23	\$ 5,091.41	\$ 172.17	3.5%	\$ 1.00	\$ 1.04	\$ 0.04	3.5%					
Automatic Sprinkler System, 13 Non-Combustible	500,000	\$ 7,423.63	\$ 7,683.46	\$ 259.83	3.5%	\$ 1.48	\$ 1.53	\$ 0.05	3.5%					
Automatic Sprinkler System, 13R	1,500	\$ 1,035.22	\$ 1,071.45	\$ 36.23	3.5%	\$ 3.46	\$ 3.58	\$ 0.12	3.5%					
Automatic Sprinkler System, 13R	7,500	\$ 1,242.90	\$ 1,286.40	\$ 43.50	3.5%	\$ 4.44	\$ 4.59	\$ 0.16	3.5%					
Automatic Sprinkler System, 13R	15,000	\$ 1,574.50	\$ 1,629.61	\$ 55.11	3.5%	\$ 5.66	\$ 5.86	\$ 0.20	3.5%					
Automatic Sprinkler System, 13R	30,000	\$ 2,424.03	\$ 2,508.87	\$ 84.84	3.5%	\$ 4.64	\$ 4.80	\$ 0.16	3.5%					
Automatic Sprinkler System, 13R	75,000	\$ 4,511.53	\$ 4,669.43	\$ 157.90	3.5%	\$ 3.17	\$ 3.28	\$ 0.11	3.5%					
Automatic Sprinkler System, 13R	150,000	\$ 6,890.26	\$ 7,131.42	\$ 241.16	3.5%	\$ 4.60	\$ 4.76	\$ 0.16	3.5%					
Automatic Sprinkler System, 13D	600	\$ 106.71	\$ 110.44	\$ 3.73	3.5%	\$ -	\$ -	\$ -	0.0%					
Automatic Sprinkler System, 13D	3,000	\$ 106.71	\$ 110.44	\$ 3.73	3.5%	\$ -	\$ -	\$ -	0.0%					
Automatic Sprinkler System, 13D	6,000	\$ 1,036.19	\$ 1,072.46	\$ 36.27	3.5%	\$ 8.70	\$ 9.00	\$ 0.30	3.5%					
Automatic Sprinkler System, 13D	12,000	\$ 1,558.35	\$ 1,612.90	\$ 54.54	3.5%	\$ 8.16	\$ 8.44	\$ 0.29	3.5%					
Automatic Sprinkler System, 13D	30,000	\$ 3,027.24	\$ 3,133.19	\$ 105.95	3.5%	\$ 5.53	\$ 5.72	\$ 0.19	3.5%					
Automatic Sprinkler System, 13D	60,000	\$ 4,687.18	\$ 4,851.23	\$ 164.05	3.5%	\$ 7.81	\$ 8.09	\$ 0.27	3.5%					
Fire Alarm System	2,000	\$ 945.56	\$ 978.65	\$ 33.09	3.5%	\$ 2.34	\$ 2.42	\$ 0.08	3.5%					
Fire Alarm System	10,000	\$ 1,132.92	\$ 1,172.58	\$ 39.65	3.5%	\$ 2.82	\$ 2.92	\$ 0.10	3.5%					
Fire Alarm System	20,000	\$ 1,415.19	\$ 1,464.72	\$ 49.53	3.5%	\$ 4.19	\$ 4.34	\$ 0.15	3.5%					
Fire Alarm System	40,000	\$ 2,252.94	\$ 2,331.79	\$ 78.85	3.5%	\$ 2.77	\$ 2.87	\$ 0.10	3.5%					
Fire Alarm System	100,000	\$ 3,913.05	\$ 4,050.01	\$ 136.96	3.5%	\$ 1.90	\$ 1.97	\$ 0.07	3.5%					
Fire Alarm System	200,000	\$ 5,811.61	\$ 6,015.02	\$ 203.41	3.5%	\$ 2.91	\$ 3.01	\$ 0.10	3.5%					
Core Shell	1,000	\$ 606.88	\$ 628.12	\$ 21.24	3.5%	\$ 3.01	\$ 3.12	\$ 0.11	3.5%					
Core Shell	5,000	\$ 726.83	\$ 752.27	\$ 25.44	3.5%	\$ 3.68	\$ 3.81	\$ 0.13	3.5%					
Core Shell	10,000	\$ 910.35	\$ 942.21	\$ 31.86	3.5%	\$ 5.28	\$ 5.46	\$ 0.18	3.5%					
Core Shell	20,000	\$ 1,437.83	\$ 1,488.16	\$ 50.32	3.5%	\$ 3.68	\$ 3.81	\$ 0.13	3.5%					
Core Shell	50,000	\$ 2,542.04	\$ 2,631.02	\$ 88.97	3.5%	\$ 2.51	\$ 2.60	\$ 0.09	3.5%					
Core Shell	100,000	\$ 3,803.20	\$ 3,936.31	\$ 133.11	3.5%	\$ 3.80	\$ 3.93	\$ 0.13	3.5%					
High Rise	45,000	\$ 24,681.09	\$ 25,544.93	\$ 863.84	3.5%	\$ 2.77	\$ 2.86	\$ 0.10	3.5%					
High Rise	225,000	\$ 29,669.66	\$ 30,708.10	\$ 1,038.44	3.5%	\$ 3.80	\$ 3.93	\$ 0.13	3.5%					
High Rise	450,000	\$ 38,204.84	\$ 39,542.01	\$ 1,337.17	3.5%	\$ 4.15	\$ 4.30	\$ 0.15	3.5%					
High Rise	900,000	\$ 56,923.33	\$ 58,915.65	\$ 1,992.32	3.5%	\$ 4.13	\$ 4.27	\$ 0.14	3.5%					
High Rise	2,250,000	\$ 112,609.64	\$ 116,550.98	\$ 3,941.34	3.5%	\$ 2.80	\$ 2.90	\$ 0.10	3.5%					
High Rise	4,500,000	\$ 175,770.40	\$ 181,922.37	\$ 6,151.96	3.5%	\$ 3.91	\$ 4.04	\$ 0.14	3.5%					

RESOLUTION TO SET MILL LEVIES
Resolution No. 2025-12

A RESOLUTION LEVYING GENERAL PROPERTY TAXES FOR THE YEAR 2025, TO HELP DEFRAY THE COSTS OF GOVERNMENT FOR THE SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT, COLORADO, FOR THE 2026 BUDGET YEAR.

WHEREAS, the Board of Directors of the South Metro Fire Rescue Fire Protection District has adopted the annual budget in accordance with the Local Government Budget Law, on November 17, 2025; and

WHEREAS, the amount of money generated from property taxes necessary to balance the budget for general operation expense is \$204,229,752; and

WHEREAS, the valuation for assessment for the South Metro Fire Rescue Fire Protection District as certified by the County Assessors is \$16,850,613,496 for the General Fund; and

WHEREAS, the valuation for assessment for the Cherry Hills Fire Bond as certified by the Arapahoe County Assessor is \$790,378,918 for the Cherry Hills Pension Fund; and

WHEREAS, the voters of the South Metro Fire Rescue Fire Protection District approved 2025 Ballot Issue 7A, approving an increase of the district's total mills by 3 mills for a total property tax rate of 12.250 mills, on November 4, 2025;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT, COLORADO;

Section 1. That for the purpose of meeting all general operating expenses of the South Metro Fire Rescue Fire Protection District during the 2026 budget year, there is hereby levied a tax of 12.250 mills upon each dollar of the total valuation for assessment of all taxable property within the South Metro Fire Rescue Fire Protection District.

Section 2. That for the purpose of meeting all operating expenses related to the benefit payments and administration of the Cherry Hills Old Hire Pension Plan of the South Metro Fire Rescue Fire Protection District during the 2026 budget year, there is hereby levied a tax of 0.500 mills upon each dollar of the total valuation for assessment of all taxable property within the Cherry Hills Fire Bond taxing entity.

In the event of recertification of property values by the County Assessor's Offices after the date of adoption hereof, staff is hereby directed to modify and/or adjust the budgets and certifications of mill levies to reflect the recertification of property values without the need for additional Board authorization. Any such modification to the budgets or certifications of mill levies as contemplated by this Section shall be deemed ratified by the Board.

The Board of Directors hereby authorizes and directs the District Chief Financial Officer to certify to the County Commissioners of Douglas, Arapahoe, and Jefferson Counties, Colorado, the mill levies for the South Metro Fire Rescue Fire Protection District as hereinabove determined and set.

Adopted this 17th day of November, 2025.

Jim Albee, Chairman
Board of Directors
South Metro Fire Rescue Fire Protection District

Attest: _____
William Shriver, Treasurer
Board of Directors
South Metro Fire Rescue Fire Protection District

AFFIDAVIT OF PUBLICATION

See Proof on Next Page

State of Colorado }
County of Arapahoe } ss

This Affidavit of Publication for the Littleton Independent, a Weekly newspaper, printed and published for the County of Arapahoe, State of Colorado, hereby certifies that the attached legal notice was published in said newspaper once in each week, for 1 successive week(s), the last of which publication was made on 10/30/2025, and that copies of each number of said paper in which said Public Notice was published were delivered by carriers or transmitted by mail to each of the subscribers of said paper, according to their accustomed mode of business in this office.

PUBLICATION DATES: October 30, 2025

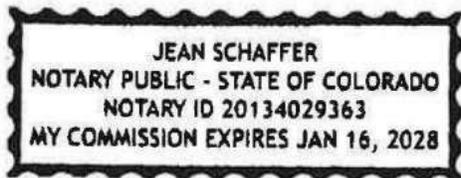


For The Littleton Independent

State of Colorado }
County of Arapahoe } ss

The above Affidavit and Certificate of Publication was subscribed and sworn to before me by the above named Erin Adams, director of said newspaper, who is personally known to me to be the identical person in the above certificate on 10/30/2025. Erin Adams has verified to me that she has adopted an electronic signature to function as her signature on this document.

20134029363-829749
Jean Schaffer
Notary Public
My commission ends January 16, 2028



Public Notice

**NOTICE Concerning
PROPOSED 2026 BUDGET HEARING**

**SOUTH METRO FIRE
RESCUE FIRE PROTECTION DISTRICT**

NOTICE is hereby given that a proposed budget has been submitted to the Board of Directors of South Metro Fire Rescue Fire Protection District for the calendar year of 2026. A copy of such proposed budget has been filed in the office of the District at 9195 E. Mineral Avenue, Centennial, Colorado, where the same is open for public inspection.

NOTICE is further given that such proposed 2026 budget will be considered at a public hearing of the Board of Directors of the District to be held at 9195 E. Mineral Avenue, Centennial, Colorado on Monday, **November 10, 2025, at 6:00 p.m.** Any elector within the District may, at any time prior to the final adoption of the budget, inspect the budget and file or register any objections thereto.

**SOUTH METRO FIRE RESCUE FIRE
PROTECTION DISTRICT**

By: /s/ Stephanie Corbo
Chief Financial Officer

Legal Notice No. Litt 3141
Publication: October 30, 2025
Publisher: Littleton Independent

AFFIDAVIT OF PUBLICATION

See Proof on Next Page

State of Colorado }
County of Jefferson } ss

This Affidavit of Publication for the Jeffco Transcript, a Weekly newspaper, printed and published for the County of Jefferson, State of Colorado, hereby certifies that the attached legal notice was published in said newspaper once in each week, for 1 successive week(s), the last of which publication was made on 10/30/2025, and that copies of each number of said paper in which said Public Notice was published were delivered by carriers or transmitted by mail to each of the subscribers of said paper, according to their accustomed mode of business in this office.

PUBLICATION DATES: October 30, 2025



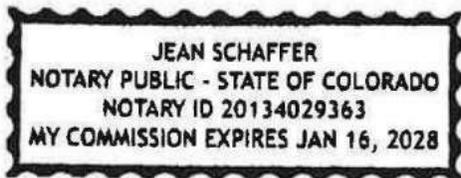
For The Jeffco Transcript

State of Colorado }
County of Jefferson } ss

The above Affidavit and Certificate of Publication was subscribed and sworn to before me by the above named Erin Adams, director of said newspaper, who is personally known to me to be the identical person in the above certificate on 10/30/2025. Erin Adams has verified to me that she has adopted an electronic signature to function as her signature on this document.

20134029363-906918

Jean Schaffer
Notary Public
My commission ends January 16, 2028



Public Notice

**NOTICE Concerning
PROPOSED 2026 BUDGET HEARING**

**SOUTH METRO FIRE
RESCUE FIRE PROTECTION DISTRICT**

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**SOUTH METRO FIRE RESCUE FIRE
PROTECTION DISTRICT**

By: /s/ Stephanie Corbo
Chief Financial Officer

Legal Notice No. Jeff 1762
Publication: October 30, 2025
Publisher: Jeffco Transcript

AFFIDAVIT OF PUBLICATION

See Proof on Next Page

State of Colorado }
County of Douglas } ss

This Affidavit of Publication for the Douglas County News Press, a Weekly newspaper, printed and published for the County of Douglas, State of Colorado, hereby certifies that the attached legal notice was published in said newspaper once in each week, for 1 successive week(s), the last of which publication was made on 10/30/2025, and that copies of each number of said paper in which said Public Notice was published were delivered by carriers or transmitted by mail to each of the subscribers of said paper, according to their accustomed mode of business in this office.

PUBLICATION DATES: October 30, 2025



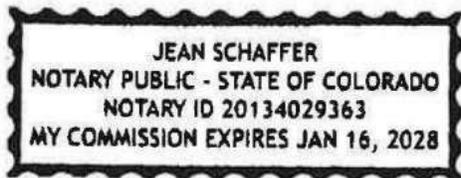
For The Douglas County News Press

State of Colorado }
County of Douglas } ss

The above Affidavit and Certificate of Publication was subscribed and sworn to before me by the above named Erin Adams, director of said newspaper, who is personally known to me to be the identical person in the above certificate on 10/30/2025. Erin Adams has verified to me that she has adopted an electronic signature to function as her signature on this document.

20134029363-668847

Jean Schaffer
Notary Public
My commission ends January 16, 2028



Public Notice

**NOTICE Concerning
PROPOSED 2026 BUDGET HEARING**

**SOUTH METRO FIRE
RESCUE FIRE PROTECTION DISTRICT**

NOTICE is hereby given that a proposed budget has been submitted to the Board of Directors of South Metro Fire Rescue Fire Protection District for the calendar year of 2026. A copy of such proposed budget has been filed in the office of the District at 9195 E. Mineral Avenue, Centennial, Colorado, where the same is open for public inspection.

NOTICE is further given that such proposed 2026 budget will be considered at a public hearing of the Board of Directors of the District to be held at 9195 E. Mineral Avenue, Centennial, Colorado on Monday, **November 10, 2025, at 6:00 p.m.** Any elector within the District may, at any time prior to the final adoption of the budget, inspect the budget and file or register any objections thereto.

**SOUTH METRO FIRE RESCUE FIRE
PROTECTION DISTRICT**

By: /s/ Stephanie Corbo
Chief Financial Officer

Legal Notice No. DC 2182
Publication: October 30, 2025
Publisher: Douglas County News Press

BOARD OF DIRECTORS AGENDA ITEM

STAFF REPORT



Meeting Date: 11/10/2025
Agenda Item Type: Discussion Item
Agenda Item: 2025 Budget Amendment
Submitted By: Stephanie Corbo, Chief Financial Officer
Approved: John Curtis, Fire Chief

SUMMARY:

An amendment to the 2025 budget is requested in order to appropriate additional funds for the General Fund and Self-Insured Medical Fund.

BACKGROUND:

The requested appropriation increases include:

General Fund

Current appropriation - \$201,591,909 (Resolution No. 2025-03)

Supplemental appropriation - \$203,600,723

Increase: **\$2,008,814**

Increase Details:

- May 6, 2025 Board of Director Election: Budget \$400,000 Actual Costs \$456,000, net increase needed **\$56,000**
- November 4, 2025 Issue 7A Election: **\$500,000** (estimate)
- Legal Counsel: Budget: \$250,000 Current Trends: \$360,121, net increase needed **\$110,121**. Trends related to increase in general council, condo project and Personnel/Benefit legal review.
- GASB 87/96: Budget: \$194,980. Forecast: \$1,537,573, net increase needed **\$1,342,593**. This is to account for the Government Accounting Standards dollar amount that has to be appropriated but is not an actual monetary transaction for revenue or expenditures.

Self-Insured Medical Fund

Current expenditure appropriation - \$15,681,971 (Resolution No. 2024-10)

Supplemental appropriation - \$20,415,943

Increase Needed: **\$4,733,972**

This additional expense is driven based on the shift in employees selecting Cigna for health benefits vs Kaiser. With this shift to Cigna also generated an increase in medical premium revenue of \$2,250,266 creating a net change to fund balance: (\$2,483,706)

Capital Projects Fund

No additional appropriation is needed for this fund. Station 15 did have the remaining amount of the total project budget of \$10.4 rolled over into 2025 as the project was budgeted to finish in April. With that said, the 2025 budget needs to be increased to allow for the full remaining project budget to be appropriated. The amount of the increase needed is \$188,183.45. With underspend from Station 16 Land that is already appropriated, staff recommend using this to cover the change without having to increase the fund appropriation.

FY 2022	221,817.93
FY 2023	1,429,457.94
FY 2024	6,888,345.68
Total	8,539,621.55
Project Budget	10,200,000.00
Variance	1,660,378.45
2025 Appropriation	1,472,195.00
Variance	188,183.45

FINANCIAL IMPACT:

Additional discussion during board meeting

STRATEGIC INITIATIVE:

N/A

RECOMMENDED ACTION/MOTION:

Recommended schedule:

- November 10, 2025: Discussion
- November 17, 2025: Public Hearing
- December 8, 2025: Board Action

ALTERNATIVE OPTIONS:

Click or tap here to enter text.

ATTACHMENTS:

BOARD OF DIRECTORS AGENDA ITEM

STAFF REPORT



Meeting Date: 11/10/2025

Agenda Item Type: Discussion Item

Agenda Item: Resolution No. 2025-XX Delegating Authority to the Fire Chief to Expend Funds and Execute Contracts on Behalf of the District

Submitted By: John Curtis, Fire Chief

Approved: Board Finance Committee

SUMMARY:

This Resolution is an update to the version adopted by the board in 2018 in order to modify the spending limits of the Fire Chief.

BACKGROUND:

Resolution No. 2018-13 authorized the Fire Chief to expend budgeted funds up to \$500,000 without additional board approval. Since then, the board's Finance and Audit Committee is recommending the Resolution be modified to authorize different limits depending on the type of expenditure and whether the expenditure is budgeted or unbudgeted. The recommended levels are:

- \$500,000 for budgeted expenditures in the General, Building Rental, and Capital Improvement Funds;
- \$100,000 for unbudgeted expenditures in the General, Building Rental, and Capital Improvement Funds (but are still within the fund's total appropriations);
- \$100,000 for budgeted or unbudgeted expenditures relating to construction projects within the General, Building Rental, and Capital Improvement Funds (but are still within the fund's total appropriations).

The remainder of the proposed Resolution remains the same as Resolution 2018-13.

FINANCIAL IMPACT:

This Resolution establishes lower thresholds of spending by the Fire Chief and greater oversight from the Board which may control the amount of future spending.

STRATEGIC INITIATIVE:

A strategic goal is to be fiscally responsible which includes establishing controls on the type and amount of spending from various positions and functions within the organization.

RECOMMENDED ACTION/MOTION:

Discussion only

ALTERNATIVE OPTIONS:

Click or tap here to enter text.

ATTACHMENTS:

Resolution 2018-13

Resolution 2025-XX (proposed)

SOUTH METRO/CUNNINGHAM FIRE RESCUE AUTHORITY

RESOLUTION NO. 2018-13

DELEGATING AUTHORITY TO THE FIRE CHIEF TO EXPEND FUNDS AND EXECUTE CONTRACTS ON BEHALF OF THE AUTHORITY

WHEREAS, the South Metro/Cunningham Fire Rescue Authority (“Authority”) is a quasi-municipal corporation and political subdivision of the State of Colorado and a duly organized and existing special Authority pursuant to Title 32, Colorado Revised Statutes; and

WHEREAS, the Board of Directors of the Authority (the “Board”) have the authority pursuant to Section 32-1-1001(1)(h), C.R.S., to manage, control and supervise all of the business and affairs of the Authority; and

WHEREAS, the Board hereby determines that it is convenient and appropriate for the Board to delegate authority to the Fire Chief to expend funds related to the day-to-day functioning of the Authority and to act on behalf of the Authority by signing and executing certain contracts, agreements and applications related to the administration and operation of the Authority, subject to the limitations contained in this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the South Metro/Cunningham Fire Rescue Authority, as follows:

1. **Delegation and Authorization to Expend Funds.** Until revoked by the Board, the Board hereby delegates and authorizes the Authority’s Fire Chief to expend funds without additional approval of the Board for expenditures of the Authority totaling not more than \$500,000 per transaction as long as the funds for such expenditures have been properly budgeted and appropriated by the Board and comply with all applicable laws, rules and regulations and Authority policies.
2. **Delegation and Authorization to Execute Contracts.** Until revoked by the Board, the Board hereby delegates and authorizes the Authority’s Fire Chief to sign and execute on behalf of the Authority, and without additional approval by the Board, any contract, agreement or application to participate in programs involving the administration and operational functions of the Authority. Contracts will be executed in accordance with Authority policies.
3. **Additional Delegation.** The Fire Chief may at his or her discretion, further delegate the authority to expend funds and execute contracts. Such delegations must be in writing and periodically reviewed in accordance with Authority policies.

4. **Severability.** If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

5. **Effective Date.** This Resolution shall take effect and be enforced immediately upon its approval by the Board.

ADOPTED this 15th day of November, 2018.

SOUTH METRO/CUNNINGHAM FIRE
RESCUE AUTHORITY

By 

Laura Simon, Chair

Attest:



Mark L. Lampert, Secretary

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

RESOLUTION NO. 2025-XX (Board Discussion 11/10/2025)

DELEGATING AUTHORITY TO THE FIRE CHIEF TO EXPEND FUNDS AND EXECUTE CONTRACTS ON BEHALF OF THE DISTRICT

WHEREAS, the South Metro Fire Rescue Fire Protection District (“District”) is a quasi-municipal corporation and political subdivision of the State of Colorado; and

WHEREAS, pursuant to Section 32-1-1001(1)(h), C.R.S., the Board of Directors of the District (the “Board”) is responsible for the management, control and supervision of all of the business and affairs of the District; and

WHEREAS, the Board hereby determines that it is convenient and appropriate for the Board to delegate authority to the Fire Chief to expend funds related to the day-to-day functioning of the District and to act on behalf of the District by signing and executing certain contracts, agreements and applications related to the administration and operation of the District, subject to the limitations contained in this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the South Metro Fire Rescue Fire Protection District, as follows:

1. **Delegation and Authorization to Expend Funds**. Until revoked by the Board, the Board hereby delegates and authorizes the District’s Fire Chief to expend funds without additional approval of the Board for expenditures of the District totaling up to:
 - a. \$500,000 per transaction for expenditures that have been specifically budgeted and appropriated within the total expenditures that are budgeted and appropriated in the General Fund, Building Rental Fund, and Capital Improvement Fund, not including construction projects;
 - b. \$100,000 per transaction for expenditures that have not been specifically budgeted and appropriated, but which are within the total expenditures that are budgeted and appropriated in the General Fund, Building Rental Fund, and Capital Improvement Fund, not including construction projects;
 - c. \$100,000 per transaction for construction projects, whether specifically budgeted or not, but which are within the total expenditures that are budgeted and appropriated in the General Fund, Building Rental Fund, or the Capital improvement Fund.

The expenditure of funds shall comply with all applicable laws, rules and regulations, and District policies.

2. **Delegation and Authorization to Execute Contracts.** Until revoked by the Board, the Board hereby delegates and authorizes the District's Fire Chief to sign and execute on behalf of the District, and without additional approval by the Board, any contract, agreement or application to participate in programs involving the administration and operational functions of the District. Contracts will be executed in accordance with District policies.

3. **Additional Delegation.** The Fire Chief may at his or her discretion, further delegate the authority to expend funds and execute contracts. Such delegations must be in writing and periodically reviewed in accordance with District policies.

4. **Repeal of Prior Resolutions.** All Resolutions of the Board inconsistent with this Resolution, including without limitation Resolution No. 2018-13, are hereby repealed to the extent of such inconsistency and all actions of the officers, agents and employees of the District which are in furtherance of or in conformance with the purposes and intent of this Resolution are hereby in all respects ratified, approved and confirmed.

5. **Severability.** If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

6. **Effective Date.** This Resolution shall take effect and be enforced immediately upon its approval by the Board.

ADOPTED this XXth day of November, 2025.

SOUTH METRO FIRE RESCUE FIRE
PROTECTION DISTRICT

By _____
Jim Albee, Chair

Attest:

Sue Roche, Secretary

From: Ramos - CDOT, Tina <tina.ramos@state.co.us>
Sent: Friday, October 31, 2025 11:57 AM
To: Mike DellOrfano <Mike.DellOrfano@southmetro.org>
Subject: SMFR signs are now up

Hello Mike,
Your AAH group signs are now up.
Thanks,
Tina



Tina Ramos

Administrative Assistant III

Region 1, Section 5 Maintenance - John Area

Firefighters
Memorial Hwy
In Memory Of
Chief Troy Jackson



From: Kirk Lock <kirk.lock@arvadafireco.gov>

Sent: Monday, October 6, 2025 9:21 AM

To: John Curtis <John.Curtis@southmetro.org>

Cc: Matthew J. Osier <Matt.Osier@arvadafireco.gov>; Dave Mitchell <dave.mitchell@arvadafireco.gov>

Subject: funeral

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Morning Chief, I just wanted to let you know how much we appreciated Brian Dewolf. He was an awesome leader in all aspects of our funeral and funeral process. Please let him know how much we appreciate his services. Thanks again!



Kirk Lock EFO, CFO, MBA

Fire Chief

7903 Allison Way Arvada, CO 80005

Desk: 303-228-3601

Mobile: 720-799-6894

www.ArvidaFireCO.gov



PEOPLE FOR
THE ETHICAL
TREATMENT
OF ANIMALS

September 23, 2025

John Curtis
Fire Chief
South Metro Fire Rescue
9195 E. Mineral Ave.
Centennial, CO 80112

Dear Chief Curtis,

I'm writing on behalf of People for the Ethical Treatment of Animals (PETA), which has over 106,000 members and supporters across Colorado, to thank your firefighters for coming to the aid of four cats who were trapped in a burning house on September 15. Because of your team's actions, these animals were rescued from a terrifying and potentially fatal situation. Your community is lucky to have such kind first responders who don't hesitate to help humans or other animals in need.

Additionally, we'd love to consider featuring your firefighters in a future print or video public service announcement. Please let us know if you're interested in this opportunity by reaching us at JulieD@peta.org.

Thank you all again for your compassion.

Very truly yours,

Ingrid Newkirk
Founder

[Washington](#)

1536 16th St. N.W.
Washington, DC 20036
202-483-PETA

[Los Angeles](#)

2624 W. Sunset Blvd.
Los Angeles, CA 90026
323-644-PETA

[Norfolk](#)

501 Front St.
Norfolk, VA 23510
757-622-PETA

Info@peta.org
PETA.org

[Entities](#)

- PETA Asia
- PETA India
- PETA France
- PETA Australia
- PETA Germany
- PETA Switzerland
- PETA Netherlands
- PETA Foundation (U.K.)

CHIEF CURTIS

ON BEHALF OF EFRL AND THE
COMMUNITY OF EVERGREEN, THANK YOU
FOR YOUR AGENCIES RESPONSE ON SEPT. 10
TO EVERGREEN HIGH SCHOOL. ONE OF YOUR
OFFICERS, DUSTIN SABLE, VOLUNTEERS WITH EFRL
AND IS A CAPTAIN HERE, HE PLAYED A CRITICAL
ROLE ON SCENE AND WERE FORTUNATE TO HAVE
HIM ON OUR TEAM.

PLEASE CONVEY OUR SINCERE THANKS TO
ALL YOUR MEMBERS WHO RESPONDED.

MIKE WEEGER
FIRE CHIEF

Thank you

EVERGREEN FIRE / RESCUE