

South Metro Fire Rescue Fire Protection District  
Regular Board of Directors' Meeting Minutes  
December 8, 2025

Present:	Jim Albee, Chair	John Curtis, Fire Chief
	Renee Anderson, Vice Chair	Mike Dell'Orfano, Chief Govt. Affairs Officer
	William Shriver, Treasurer	Jake Mayhew, Deputy Chief– Emergency Services
	Sue Roche, Secretary	Kristin Eckmann, Deputy Chief – Community Services
	Kevin Leung	<del>Matt Weller, Deputy Chief – Internal Services</del> Absent
	Rich Sokol	Stephanie Corbo, Chief Financial Officer
	Phil McCart	Camie Chapman, Chief Human Resources Officer
		Allison Ulmer, 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 6:01 p.m. and welcomed everyone to the meeting.

**PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance to the Flag of the United States of America was recited.

**ROLL CALL**

All of the Board members were present in person.

**APPROVAL OF THE AGENDA**

Chief Dell'Orfano asked to withdraw Action Item 3 - 2015-16 A Resolution Designating Location to Post Meeting Notice and it will be introduced on the first board meeting of the year.

Motion: Director Anderson motioned to approve the agenda as amended. Director Shriver 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**

There was no public comment

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**CONSENT AGENDA**

1. November 10, 2025, South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes
2. November 17, 2025, South Metro Fire Rescue Fire Protection District Special Board Meeting Minutes

Motion: Director McCart motioned to approve the consent agenda as amended. Director Roche seconded the motion. 7 were in favor, 0 opposed. The motion carried.

**ACTION ITEMS**

**1. SMFR Resolution No. 2025-14: A Resolution to Amend 2025 Budget and Appropriate Sums**

CFO Corbo reviewed the proposed 2025 budget amendment to increase appropriations. With the Board's approval, the general fund will be increased by approximately \$2,008,814; \$1,342,593 of that amount is a non-cash transaction accounting for Subscription Based Information Technology Agreements (SBITA) that is also balanced by additional non-cash expense. The remaining increases were \$56,000 for the board election, \$110,121 for legal costs, and up to \$500,00 for the November ballot election. The November ballot expenses are estimated pending final costs from all three counties; if final costs come in lower, the full amount will not be spent.

The amendment also increases the Self-Insured Medical Fund to \$4,733,972 due to the shift in participants selecting Cigna over the secondary option of Kaiser. The additional expense was partially offset by higher premiums paid, resulting in a net change to fund balance of \$2,483,706.

Chief Eckmann updated the board on the new AppArmor she is working in conjunction with communications, and dispatch to launch a new platform, designed to enhance both public-facing communication and internal messaging. The majority of the funding will be provided by the Arapahoe County 911 Authority.

HRO Chapman updated the Board and Staff that the final numbers for enrollment included 61 new members signed up for Kaiser in place of Cigna and 78 members waived coverage for 2026. HRO Chapman also clarified that the organization does not compensate employees who waive coverage. Director Sokol asked if we had final numbers for salaries and benefits finalized and HRO Chapman stated she has compiled them and will send the figures out to the Board.

Motion: Director Anderson motioned to approve A Resolution 2025-14 to Amend 2025 Budget and Appropriate Sums. Director Sokol seconded the motion. 7 were in favor, 0 opposed. The motion carried.

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**2. SMFR Resolution No. 2025-15: A Resolution Adopting 2026 Regular Board Meeting Schedule**

Chief Dell'Orfano presented a proposed schedule to the board for adoption, noting that all meetings will be considered a "Regular" meeting and changes have been made to accommodate for holidays and additional meetings for Strategic Planning. Also, noting that the dates are suitable to accommodate the budget process for 2026/2027 keeping us in line with adoption in November.

Director Sokol added to make an additional change to the September meetings for Yom Kippur moving the 2<sup>nd</sup> meeting from September 21 to September 28, 2026.

Motion: Director Anderson moved to approve Resolution 2025-15 Adopting the 2026 Regular Board Meeting Schedule as amended. Director Sokol seconded. 7 were in favor, 0 opposed. The motion carried.

**3. SMFR Resolution No. 2025-17: A Resolution Adopting the Arapahoe County Hazard Mitigation Plan**

Emergency Manager, Stutz gave a follow-up presentation of the Arapahoe County Hazard Mitigation Plan asking for adoption of the plan. He highlighted how the plan includes risk assessments, and mitigation strategies, coupled with public education that would support accreditation and aid in the potential for federal grant eligibility. He expressed that Arapahoe County could have changes to the plan in the future, however adopting the plan now would be beneficial and if any changes impacted our organizational procedures or structure, those changes would be presented back to the board for review. Emergency Manager Stutz stated there would likely be no direct income from the plan, though it would enable prescribed burns.

Emergency Manager Stutz addressed that this plan is not revenue based. Director McCart inquired about the financial impact this plan has on the organization and Emergency Manager, Stutz stated we could plan on receiving zero grant funding and we are not obligated to fund or perform the mitigation activities.

Director McCart asked if there any state regulations around wildland property mitigation. Fire Marshal, Everitt stated that there is new legislation around this topic, however not actively being utilized by fire districts.

Motion: Director Anderson moved to approve Resolution 2025-17 Adopting the Arapahoe County Hazard Mitigation Plan as is. Director Sokol seconded. 7 were in favor, 0 opposed. The motion carried.

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**DISCUSSION/POTENTIAL ACTION ITEMS**

There were no discussion/potential action items

**INFORMATION ITEMS**

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

**Remarks:**

Chief Curtis gave an update from his presentation to the Lone Tree City Council last week stating that Mayor Harmon expressed her strong commitment to supporting SMFR and could not speak highly enough of the encompassing services we provide and in general could not be more pleased with South Metro on all scales.

Chief Curtis informed the Board that Chief Milan has been appointed to the position of Fire Chief at Louisville Fire Protection District, here in Colorado. Kevin will begin in his new position at the end of the year, and Chief Weller is working through his transition plan until then. Chief Curtis highlighted Chief Milan's accomplishments over the 20 years serving with South Metro Fire and 25 years in the fire service he has served at South Metro Fire including, but not limited to his work in the Fire Marshals Office, Construction Management, IT, Dispatch, Fleet, Logistics, Emergency Management, Preparedness, as well as teams with Jefferson County and Arapahoe County 911 Authorities. Lastly, expressing his gratitude for his hard work and expressing that he will be missed, and wishing him well.

Chief Curtis shared a gratitude statement reflecting on 2025, thanking the board for their understanding, hard work, and steadfast support of the organization. He also acknowledged the loss of Bruce Stahlman that we all endured, encouraging everyone to carry forward his spirit and his commitment to "*always achieve excellence.*" Chief Curtis also expressed deep appreciation for every member of this organization, noting that none of the year's accomplishments would have been possible without their dedication and diligence in every role. He concluded by wishing everyone a wonderful holiday season.

Chief Mayhew gave an operational update around the district which included a rapid response resulting in a cardiac save at Park Meadows Mall, a successful rescue and a hotel kitchen fire. The first 2025 academy graduation is scheduled for December 11, 2025, from 6:00p.m. to 8:00 p.m. at Arapahoe Community College.

Emergency Communications Director, Tyler March announced Dispatch will celebrate its 20-year anniversary with an open house on January 20, 2026, from 10:00a.m. until 1:00p.m.

Director McCart shared that his coworkers engaged with a crew from Station 12 at Atlas Coffee recently, and they expressed their enjoyment with their engagement with the crew.

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**Remarks:**

Director Sokol shared his education in abatements that he has been receiving lately and shared that he spoke with the State Property Tax Commissioners' Office regarding the creation and nature of abatements and received in depth information regarding the topic which he shared with CFO Corbo and will be sent to the board as well.

Director Leung shared that the Castle Pines Urban Renewal Authority adopted their 2026 budget.

Director Anderson expressed strong appreciation for PIO Mathew Assell's contributions, noting that the numerous images he provided on his own time during the Measure 7A campaign were exceptionally well received on social media. She emphasized that "he stepped in the moment he saw an opportunity" and shared how grateful she is for his talent, dedication, and willingness to help.

Chair Albee expressed what a HUGE year it has been with the successes, celebrations and losses in 2025 and the work that was done for the election and every day. Stating that success cannot happen without the work that everyone does here at South Metro Fire. He expressed that it is more than the win of the ballot, it is the win of being able to go out and tell the story of the work that the 800 people do every day for the community and make sure that the communities understood the value of it. He looks forward to 2026, the strategic plan, accreditation, facility improvements and the success of the public health initiative. He stated opening Station 15 would never have been able to be done under Littleton Fire Rescue, it is the testament to the way we do things at South Metro Fire.

**EXECUTIVE SESSION**

No Executive Session was held

**NEXT MEETINGS**

Regular Board of Directors' Meeting to be held on January 12, 2026 at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

**ADJOURNMENT**

Chair Albee adjourned the meeting at 7:03 p.m.

Attested by: 

Date: Jan 12, 2026