

South Metro Fire Rescue Fire Protection District  
Regular Board of Directors' Meeting Minutes  
January 12, 2026

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 Absent	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 6:02 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**

Kevin Leung was excused from attendance. All other board members were present.

**APPROVAL OF THE AGENDA**

Chief Dell'Orfano asked to withdraw Action Item 1 Revenue Election Review represented by Magellan and Public Alignment due to a scheduling conflict.

Motion: Director Anderson motioned to approve the agenda as amended. Director Shriver seconded the motion to approve. 6 were in favor, 0 opposed. The motion carried.

**CONFLICT OF INTEREST DISCLOSURE**

Chair Albee asked if there were any changes to conflict of interest affirmation:

- Director McCart – no changes
- Director Roche – no changes
- Director Anderson – no changes
- Chair Albee- no changes
- Director Shriver – no changes
- Director Sokol – no changes
- Director Leung - Absent

**PUBLIC COMMENT**

There was no public comment

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**CONSENT AGENDA**

1. December 8, 2025, South Metro Fire Rescue Fire Protection District Regular Board Meeting Minutes

Motion: Director Sokol motioned to approve the Consent Agenda as amended. Director Roche seconded the motion. 6 were in favor, 0 opposed. The motion carried.

**ACTION ITEMS**

1. **Fire Chief's 2026 Base Salary**

Motion: Chair Albee motioned to table this item until after executive session. Director Anderson seconded the motion. 6 were in favor, 0 opposed. The motion carried.

**DISCUSSION/POTENTIAL ACTION ITEMS**

1. **Insurance Renewal Update**

Jeff Kassall and Tracy Petersen, representing Gallagher Bassett, our insurance brokerage firm, presented a review of insurance marketing efforts for the 2026 budget year, including workers' compensation and property and liability coverage. An overview of insurance marketing efforts, including outreach to carriers and resulting bids was presented.

Key points included:

**Property/Liability**

- The fire service insurance market is extremely limited, with few carriers willing to bid
- Significant effort was required to secure coverage
- Overall premium increase limited to approximately 2%
- Deductibles increased from \$0 to \$10,000
- Fiduciary coverage limit reduced from \$15,000 to \$10,000

**Workers' Compensation:**

- In-house clinic continues to significantly reduce costs
- Premiums are approximately 20% lower than comparable agencies
- Estimated annual savings of approximately \$360,000
- Total savings of \$1.59 million are attributed to safety programs and the in-house clinic

Gallagher outlined market challenges, noting that many carriers were unwilling to bid due to the district's size and service profile. Despite these conditions, premium increases were limited to approximately 2%, compared to market increases on average of 7–10%. Coverage adjustments included modest reductions in policy limits. Gallagher also highlighted the financial benefits of South Metro Fire's in-house clinic and clinician, resulting in workers' compensation costs approximately 20% below market average.

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**2. Board Committee Charters**

Chief Dell'Orfano presented the current list of active Committee Charters to the Board for review. Some committees originated from board initiatives, while others resulted from department mergers. Many of the committee's functions have largely been replaced by workshops. A suggestion was made to eliminate the Total Compensation Oversight Committee due to this reason.

Director Anderson expressed the need to reconvene and reorganize the Community Outreach committee, for membership purposes, as well as to determine approach and audience to include giving updates to City Councils and large organizations, for example giving updates on Ballot 7A initiatives.

All other Committee Charters will stay in current standing at this time for 2026.

**3. Facilities Update**

Chief Weller provided a facility update as a follow-up to the November 17<sup>th</sup> board meeting. Which included high level updates including the hiring for Chief Milan's position, the emergent need to remedy Station 41 structural issues, station 15 closeout progress, and fleet relocation project updates.

Highlights of the presentation included Chief Weller speaking to the importance of logistical size and storage needs for a fleet facility relocation, the impact of operations and out of service time. As well as location, access, zoning and utilities and the due diligence of making sure design concept is on target to incorporate all needs of facilities. He expressed to the board that despite size and efficiency challenges, our fleet operates extremely well with their resources and has very low out of service time.

Directors McCart and Shriver both expressed the importance of exploring the zoning of the potential location of a fleet facility in better detail to understand the future development of single-family housing that would be impacted in the general areas that are being scoped out for a facility location.

Chair Albee and Director Shriver emphasized the importance of keeping departmental efficiency at the forefront while evaluating these changes, noting that the department is currently highly effective in maintaining vehicles and managing out-of-service processes.

Chief Dell'Orfano discussed the Joint Services Facility partnerships/ownerships and how we are working closely with those partners on all future options if fleet were to be relocated, as well as restrictions that come with the current property being in a flood zone. Chiefs Weller and Dell'Orfano have also been reaching out to other government agencies to identify any opportunities to partner as we determine our fleet and training needs.

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**INFORMATION ITEMS**

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

**1. IGA Update – Dell'Orfano**

Chief Dell'Orfano updated the Board on the Eighth Amendment to the Intergovernmental Agreement (IGA) between the Douglas County Board of Commissioners, on behalf of the Douglas County Sheriff's Office, and the South Metro Fire Rescue Fire Protection District. This agreement establishes a cost-sharing arrangement for the county's Radio Systems Specialist who maintains all of our radio equipment. The most recent amendment reflects a 5.4% increase in IGA costs compared to the prior year.

**Remarks:**

Chief Curtis praised the strategic planning process, especially the Steering Committee on all their hard work. Chief Curtis also stated, "Hats off to the group of training and expert users who helped implement the change of software to NERIS and to the successful implementation."

Chief Mayhew addressed the recent wind event response, noting it was an unprecedented effort focused on fire prevention and preparedness. The strategically organized logistics included establishing the Department Operations Center at headquarters, with special recognition given to the efforts of Chief Curtis and Emergency Manager Dan Stutz. Reported that South Metro Fire assisted with a recent five-alarm fire in Denver, emphasizing the importance of strong auto-aid partnerships and relaying the Denver Fire Chief's personal appreciation for South Metro Fire's support and professionalism. Announced the promotion of Mike Burke to Division Chief, recognizing his 22 years of service, including five with South Metro and highlighting his expertise as a valuable asset to the organization.

Chief Eckmann expressed appreciation to Emergency Manager Dan Stutz for his outstanding leadership and effective planning during the recent wind events. Chief Eckmann also recognized Theo Mink and Selena Silva for their efforts in securing a \$4,000 grant from Arapahoe County. The grant funding supports health initiatives and the translation of instructional materials.

Local 2086 President Dzengelewski, reported that the Local hosted the State CPFF quarterly delegate meeting, and stated it was much appreciated that Chief Curtis attended on his day off. Awards were presented to Director Albee and Anderson for all their hard work on ballot initiative 7A.

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**Remarks:**

Director McCart shared that Station 16 recently assisted his neighbor and that the outcome was positive. He expressed appreciation for the crew's assistance. Director McCart shared that he recently received a CCTA scan and expressed appreciation to Dr. Burns for being instrumental in the process. He noted the value of technology, found the information highly beneficial, and expressed hope that it becomes standard practice. Director McCart thought the staff coffee tasting event was an overall success and thanked Director Anderson for all her assistance. He would like to do something special for dispatch next year since they are not able to leave their desks as the rest of admin can. Lastly, Director McCart expressed appreciation for the crews following his station visits during the coffee drop-off, noting their strong reflection of the Board's values, their service, teamwork, and a family-oriented culture. He reiterated their gratitude for the coffee gesture.

The Board collectively expressed their enthusiasm to deliver coffee to their districts, for the new year, new budget and great things to come.

**EXECUTIVE SESSION**

Chair Albee moved to enter executive session at 8:21p.m., pursuant to §24-6-402(4)(f), C.R.S., for discussion of a personnel matter involving the performance review and compensation of the Fire Chief, who has been notified of the executive session and has consented to it. Director Anderson seconded the motion. 6 were in favor, 0 opposed. The motion carried.

The executive session ended at 9:42p.m.

Director Roche left the meeting at 9:45 p.m.

**ACTION ITEM**

**1. Fire Chief's 2026 Base Salary**

Director Albee reviewed the process the board used to develop the salary range for the Fire Chief position and the method for annual salary adjustments.

After discussion, Director Anderson motioned to increase the base salary for the Fire Chief by 4%. Director Shriver seconded the motion. The motion passed with 4 in favor and 1 opposed (Director Sokol).

**NEXT MEETINGS**

Regular Board of Directors' Meeting to be held on February 2, 2026, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

**ADJOURNMENT**

Chair Albee adjourned the meeting at 10:09 p.m.

Attested by: 

Date: 02/02/2026