



MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE EVERGREEN FIRE PROTECTION DISTRICT JUNE 9, 2015

The regular meeting of the Board of Directors of the Evergreen Fire Protection District was held on June 9, 2015 at the Administration/Training Building, 1802 Bergen Parkway, Evergreen, Colorado.

MEETING CALLED TO ORDER Director Kling called the meeting to order at 5:30pm.

TIME OF REMEMBRANCE AND REFLECTION: The pledge of allegiance was recited and a moment of silence was observed.

ATTENDANCE

DIRECTORS IN ATTENDANCE: George Kling, David Christensen, Mike Gregory, John Anderson and Jeff deDisse.

ALSO IN ATTENDANCE: Jay Griggs, Connell O'Brien, Doug Saba, Jenny Jesmer, Mason Duncan and son, Bill Cronk, Ed Mills, Wayne Shephard, Mike Weege, Carol Hucker. Tony Shepperdson joined the meeting in progress at 6:00 pm.

APPROVAL OF AGENDA: accepted as presented.

PUBLIC COMMENT: Jenny Jesmer signed in for public comment but declined to comment at this time and requested to wait until the topic she wished to comment about comes up in the division reports.

APPROVAL OF MINUTES:

- May 12, 2015 Regular Meeting Minutes: approved as presented.

PRESENTATIONS:

- April 2015 Financial Report: Trending higher with the expenses that are paid early in the year. JCECA payments are not being shown but that revenue will begin to be captured soon. Director deDisse expressed that he feels it is very important for us to capture that amount since it is a substantial figure that we would be responsible for if the JCECA stopped providing assistance. This will assist us with true cost of operations. The board would like to see a report from them. Strategic capital expenses show the items that were planned. The new AV equipment has been installed, thank you FF Scott Gill for your assistance in purchasing and installing the new projection system. The audit has been completed and the audit committee needs to meet to review it before it can be presented to the board for approval in July. There was an error in how benefits were shown in payroll and two accounts – Brendan and Sylvia working on a better way to manage this. Director deDisse made a motion to accept and place on file the April 2015 Financial Report; seconded by Director Christensen; motion carried.
- The EFR Wellness Committee was represented by Chief Duncan and he explained to the board the goals of the committee and the progress they have made so far. The 2015 academy graduates and all future firefighters will be expected to achieve and maintain a mandatory level of fitness. The committee includes firefighters and Dave Montesi and other employees have been invited. Difficult to get the employees for participation but working on it. A survey was done of the type/location of workout preferences. There will be periodic guest speakers about fitness and nutrition. Feel the goals are realistic for creating a wellness program and gaining participation. The June rescue training which included a 2 mile hike in for a scenario with 45 pound pack and tools was well received and these activity based trainings will be regularly included in the future. Board supports the initiative.

DIVISION REPORTS:

Administration / HR / IT:

- Welcome Kevin Davis to Human Resources.
- Five and Ten Year anniversaries in June for: Hojnowski (5), Johns (5), Zamperin (10).
- Bear Mountain property that had a cistern easement on it for us is being sold. Instead we will extend the easement extension at the current cistern and they will fund the installation of an additional 20,000 gallon cistern at that location which is more effectively located for us.
- Worker's Compensation Audit states a \$3,898 savings will be realized. Thank you Sylvia & Laura.

Communications:

- New security camera system installed with high resolution and infrared and is operating now.
- IGA for shared maintenance contract for radio system close to completion.
- Calls for Service: Evergreen 242, Elk Creek 148, Foothills 49, Indian Hills 12, Inter Canyon 21, North Fork 20; Total: 502
- Calls Received: 911 calls – 161; 3411 calls – 532; 2323 calls – 424; Total: 1117

Fire Operations:

- Swiftwater team reorganization: 17 certified as level I or II swimmers. Rewriting the SOG for training, response, and team meetings
- Wildland pack tests completed, 100% of the firefighters
- Four new wildland sawyers and one new EMT Zach Blackmon
- HazMat retests in progress
- Radio training underway for all firefighters

Fire Prevention:

- Planning stages for 3 new homes at the old car wash location in Kittredge
- Multiple projects going on at all schools this summer will keep all inspectors busy.
- Summer safety programs being promoted

Emergency Medical Services:

- The American Heart Association 2015 Mission Lifeline Silver Award, thank you Mike Sivertson.
- Evan is working on getting the MDT's installed
- ICD 10 (EMS billing) codes changes
- E.P.A.D. Golf Tournament
- Beginning to get our AED's mounted (outside) at each station
- Atrus – AED register
- Life Saver Award May 19th 10am (Carolyn Mingus)
- Distinguished Community Service Award (Dave and Tali Montesi – see attached)
- Next Life Saver Award in July for Richard Traynor

Maintenance Division:

- Following the midpoint inspection of the new tender, several concerns were identified.
 1. The body was found rigid mounted. Solution is an extreme body mounting system. \$2,738.00.
 2. Several air reservoirs needed to be raised to increase clearance.
 3. The camera screen has been located out of the windshield area and in closer proximity to the operator.
- Sale of Tender 178: North Fork Fire Rescue secured the truck with a bid of \$27,573.00.
- The North facing gutters failed on the Administration building following a very heavy spring snow. The company that offered to cover a section under warranty was selected to replace the gutter for \$1,000.00.
- Contract Maintenance: 51 hours of labor performed; 54 hours collected

Training/Community Education:

- Revel Race in July with 3,000 racers
- Emerge meeting in Clear Creek to welcome new Sheriff and his staff
- Planning for NCR wildland exercise in Evergreen May 2016
- Hiwan Hills CWPIP in progress – model community
- Update complete for safety program

Strategic Planning Implementation:

- Continued work on priorities, costs and timelines

Regionalization Update:

- IGA still under construction. Funding is still in question.
- Contract and salary for Executive Director approved by the 911 Authority Board.
- Visit to Charleston Consolidated 911 very helpful.

** An opportunity was given to Jenny Jesmer to make her comments at this time. Jenny said she wanted to know on behalf of most of the dispatchers where the board of director's stand on regional consolidation.

Director Kling responded that the board has open ears and has not taken a formal position at this time. He expressed that each director has their own personal opinion but the board as a whole does not. He suspects that this will be get more dictated by what it is going to look like than our choice to do it in the end.

Director Christensen expressed that he feels we are working just fine right now and his worry is that this gives more room to make it worse than better. That is his concern but as George said we have to see how this evolves and what the timeline is, along for the ride with a respected person in the heart of it representing us and doing damage control.

Director Kling agrees that having Chief Weege involved is critical for us and the other districts that we represent in obtaining a true assessment as that addresses our needs as opposed to an independent unit being built that we still could have gotten forced into as a minor or reactive player. Director deDisse agreed that it isn't broken but it's like throwing darts at a dart board trying to figure out what their next move is. Until everyone can sit down and talk with the new director.

Director Christensen asked if we could design a dream regional dispatch cooperative what would it look like. As a rhetorical question what would make what we do and how we operate better. Are there upsides or things we think might happen because of this?

Tony Shepperdson said that the hard part is that we have no idea how it will function or what the SOPs might be. The level of service we receive and are used to getting in difficult areas do make him wonder where there is room to go further. He is curious if we have a goal of what we can improve.

Director Kling agreed that we don't want that level of service to change and that is why Chief Weege meets with the other chiefs regularly and we have met with their board members as well. That is one of our biggest concerns and that is what Mike is relaying in the governance committee meetings. If it was up to the entities that are just interested in their own piece they just want it up and running. Chief has been very instrumental in slowing that down and making it clear that without the proper governance or understanding the funding we are not on board. We get an enormous amount of funds from the JCECA and if we lost that funding because we didn't participate in this we would be out of the loop and out interests would not be protected.

Jenny asked if any of the board had ever called 911 in the city or county of Denver. Director Kling responded that Denver has one of the worst public safety systems in the state. Jenny called 911 and sat on hold for 10 minutes. She asked if the board wanted Evergreen to experience that. Her opinion is that combining all of Jefferson County the level of service will suffer. Director Kling chooses not to believe that it has to suffer as a result of consolidation. We have a three minute hold right not that is inexcusable. Jenny pointed out that she was on a call last week and stayed on the phone with the caller for 30 minutes until the ambulance got there. Jenny doesn't believe the caller would have gotten that service if we were consolidated.

Chief Weege explained that this is the reason he is still participating in the process to try to make them aware that we don't want to lose the level of service. He expressed that there are things on the front end that we don't recognize like JeffCo sitting on a call for two minutes before they transfer it to us. Dispatch hears it because they hear a deputy being dispatched. JeffCo has an accreditation process and they don't have to send it to us for the first two minutes. If they beat two minutes they win for their accreditation so that part he sees as being a big positive. Having a central call center is something he has always felt we need to have. When the next lower North Fork fire happens two dispatchers sitting in a comm center and it will be over quickly. The last time JeffCo had 6 – 8 people in the comm center and 200 of their calls rolled over to Lakewood because they couldn't handle them. Having just a call center for those big events makes all the difference in the world for a 20 car pile-up on the highway when the phone is ringing off the hook. All that stuff that happens ahead he sees as benefits. He is not advocating consolidation he is just saying that there are other things that have been pointed out in the meetings that will benefit the agencies in the end. Every one of the guys on the governance group isn't going in saying this will be terrible but let's do it anyway. They all want the same or better service for their agencies. So we're all on the same page and fighting for the same thing.

Director Christensen said the organization gets a lot of credit because we have put together a regional organization now that is providing good service to the departments we dispatch. We have a working example of how consolidation can be done. Chief Weege says he hears the word guarantee quite a bit and there are no guarantees. We put together the fire chiefs around us and we can't guarantee that we are going to give them the best service next year on every call. He may get calls that say that a call went really bad and he has to answer to that. He has taken some phone calls where the

other fire department was not happy with what they got. We take action and fix it but there is no guarantee and we build it out the best we can and push for the best service you can provide. Director Christensen pointed out that this is the benefit of mutual aid for better and more cross training for improved coordination. He sees the potential benefits but is concerned that we not lose that. Director Kling agreed but it is not lost on the board that we offer a premium service and that we have learned to expect that as a baseline.

Jenny responded that some of the dispatchers are questioning their future. Personally she will not consolidate. She says that most of the dispatchers would like to know at some point in the near future which way the board is leaning so that they can look for other jobs if necessary. She says she doesn't work here for the money, that she can go to work for JeffCo for \$10 more per hour but that she stays here because she loves the community and the fire department. Director Kling pointed out that he understands that and he feels the same way about his job. He can't tell you what will happen tomorrow or what this consolidation may turn in to. Chief Weege agreed it is frustrating for everybody but the reality is that this is going to take a long time and we don't have all the answers. He can't share any more than he has been sharing because the information is just not there yet. Director Kling responded that he gets what Jenny is saying. Jenny responded that she thinks EFR will be losing a lot of talent over the next six months.

Director Anderson responded that that may be the reality but the board doesn't have enough information to answer her question. He knows the same information she knows and doesn't know if this is going to happen or not, if there will be a real decision to make. There might be no choice one way or the other. He understands why she is asking for the board to make a decision but we may not know for 10 months to a year what our decision needs to be. He said that Jenny needs to do what she needs to do to be happy and not have this weight hanging over her head if that is what she is feeling. But to suggest that we may lose a lot of people, you can't hold the board hostage to losing half of our dispatchers. He understands for the sake of argument but that doesn't change in his opinion the fact that JCECA may say we are either with them or not and that we can go on our own keeping four dispatchers at the cost of all of the funding that they are currently providing. We may simply not be able to afford it. If it costs us a million dollars a year to stay autonomous up here where does that come from? These are public hearings and you are welcome to come to the conversation but if they said that to me tomorrow that you can keep your own thing at a cost of another \$700,000 or you can six month transition to us that is not a choice to make. There is no \$700,000 so this is my opinion. He is not sold on anything yet and hasn't been giving a choice or decision yet. He understands her quandary but we need to let it play out. He agrees with what Director Kling is suggesting. As some of the most informed dispatchers in the county involved in this and with Chief on the committee he believes good accurate information is being provided in a timely fashion. The dispatchers may know more about this issue than the board does. Director Anderson asked Jenny what she thinks we should do, what her position is and why.

Jenny said that she understands this is about budget but she asks the board to consider asking the community for a mill levy. Director Anderson clarified his question. Jenny responded that financially yes if we aren't going to get funding from the JCECA in the future then we have to look at the possibility. But she feels the service to the community needs to be weighed against the possibility that service to the community and the fire department for things like directions to a scene, cisterns, etc. would be lost. Chief Weege pointed out that this is not a given. When the SOP part of this project comes around he would be fighting for that. We don't want to enter into something with poor service or a lack of control. Director Kling pointed out that the service and the governance go hand in hand. Jenny said we battled this with the five agencies we are dispatching when they came on with us that they needed to accept EFR policies. That with law enforcement and other fire departments added in you can't dispatch differently for each because it's just too much to remember. Director Anderson said that he worked as a dispatcher in a 72 municipality wide system for law, fire and ems and it can be done. Using standardized SOPs that all the chiefs have to come together to figure out it can be done just fine. Director Christensen said that when the board is presented with a decision then they will have to look at how we are able to influence what evolves and what the deal looks like. He would entertain the idea then of going to the tax payers to let them decide if they are willing to pay for the service. For him it does not run solely on budget but he thinks there is an opportunity to get more benefit if the community agrees.

Director deDisse brought up a request he made earlier in the meeting for specific information from the JCECA about what they have spent on our behalf for however long they can go back. He feels it's a huge number that covers CAD, phone systems, consoles, generators. He agrees that losing

directions to cisterns is heavy on his mind and if we lose that then we have to figure out something. Director Anderson offered that maybe the service will be better. If someone wants to throw out all that could be given up and how horrible that would be he questioned what factual premise that is being based on. Maybe we'll be better, maybe the service will be better. He feels to suggest that it will be a horrible transition and we need to go ask for \$700,000 so your service doesn't diminish as a tax payer he would ask how you are figuring that the service will be better or worse. To suggest it will be less is not a foregone conclusion. Director Christensen agreed that maybe there would be improvements such as better coordination on mutual aid calls, or wildland fires. Maybe we will find out that it shaves time off the call. If everyone would agree with the premium service that we provide then he would feel pretty good about it rather than regression towards the norm. We don't have a decision at this point we can only try to steer the direction at this point.

Director Kling said that the meeting that was held with the other mountain chiefs and their boards they expressed shared concern over this topic. Chief Weege said that he considered that meeting to be his marching orders from the other agencies for his interactions in representing them on the regionalization committee. Director Kling asked Chief Weege if it was time to hold another meeting and Chief responded that he has held off so that the mountain departments could meet the executive director once they were hired.

Director Anderson asked if the dispatchers that are concerned about this have provided any research to Chief Weege that justifies or provides examples of what could happen other than just opinion and that this is the best way to help him represent the issues to the committee. Jenny expressed that she felt some of the dispatchers had brought their concerns to Chief Weege but that she doesn't think they are being heard as well as they would like. Director Kling asked if she felt they weren't being heard or didn't like the answers. She responded that it wasn't the answers it is the lack of them. Director Anderson asked that she clarify one question that she thinks has not been heard or answered to where an answer is available. Jenny responded that she doesn't know what is available. Director Anderson suggested that she perform due diligence on what she doesn't know before coming to a public hearing and suggesting that someone is not listening or giving good feedback. He feels it is unfair to suggest she is not being heard by the Chief and not be able to give an example to support that suggestion. She clarified that there are a lot of questions that they have taken to him with their concerns and feel they have been shut down. Director Anderson said that would be addressed.

Doug Saba said that he agrees with Director Anderson that the regionalization until it is an actual build out a decision can't be made and if we are a big part of how that is set up and how fire dispatch is done then in his view the chief is a great asset for hearing what is happening and putting our voice forward in bringing our concerns to that group. He doesn't feel there is anyone else that could give answers for the district other than what Chief has done. Jenny then stated she thinks Chief has been an asset on that board and has been giving them all of the information they want but when she asked him a month ago where he stands he couldn't answer her. Her personal feeling is that he wants to get rid of communications financially. He sends them monthly emails but they would like to know personally yes or no. Director Christensen said that may be her concern but that he is not interested in getting rid of dispatch but if it is a cost issue then it will be discussed. Jenny said she knows she put him in a tough spot because they are all friends, it's a small organization. Does he want to get rid of dispatch probably not but financially it is probably the best thing for the district. Her expectation is that he should take a stand. Westminister backed out.

Director Anderson said that is not a reasonable expectation because the chief isn't the individual that will be deciding or taking a stand about what this board and district will do or not do. Jenny stated she understood they were putting him in a tough spot as dispatchers. Director Kling stated that Chief Weege is the only one at the regionalization table that is putting the brakes on this and that he has told them he won't take it to the board until all the factors have been recognized. He has fought for the district to be heard.

Public News / Announcements:

- Safety/ Health and Wellness Day is Sept 19

JUNE BOARD MEETING TOPICS:

Topic	Initiated	Scheduled/ Completed	Recommendations / Actions
Energy Audit	April-14	Jul-15	Update on-going project
Budget Committee	Feb-15	TBD	Update quarterly with Financial report from Pinnacle

Budget Committee Update: All board members have met with Chief Weege for an update.

UNFINISHED BUSINESS: None

NEW BUSINESS:

- Resolution 2015-0002: Emergency Medical Financial Hardship Policy; Director deDisse made a motion to adopt Resolution 2015-0002 as presented; seconded by Director Christensen; motion carried.
- 2014 Audit Committee: Director deDisse and Director Gregory will serve as the audit committee. A meeting time will be determined. Director Christensen will be the alternate if needed.

BOARD MEMBER COMMENTS:

Director Anderson: Recognize Christy McCormick for your work and effort in support of the district and wish her well.

Director Gregory: Enjoyed being at the 2015 Graduation Ceremony and met some of the new recruits and was happy to see the quality of the individuals that are joining the department.

Director Christensen: Agree the graduation was impressive, kudos to the department.

Director deDisse: Thank you Dave and the EMS staff for all that you do with EPAD and the golf tournament. Dave and Tali put their heart and soul into it and it is phenomenal.

Director Kling: Commend that we are able to maintain the culture of being able to come in and talk about topics without fear of retribution. Appreciate that topics can be discussed whether you agree or disagree and appreciate the communication through this debate. Glad we can maintain that open forum.

EXECUTIVE SESSION:

Director deDisse made a motion to enter executive session under Colorado Statute CRS 24-6-402(4)(f) for the discussion of personnel matters involving the fire chief and the establishment of goals for the next annual review period. Motion seconded by Director Christensen; motion carried. The board entered executive session at 7:20 pm.

Director Christensen made a motion to end the executive session; seconded by Director deDisse; motion carried. The board returned to open session at 8:05 pm.

MEETING ADJOURNED: Director Christensen made a motion to adjourn the meeting; seconded by Director Gregory; motion carried. The meeting adjourned at 8:06 pm.

NEXT MEETING DATES:

401a Pension Board Meeting Tuesday, July 14, 2015 at 5:00 pm in Training Rooms A & B
Regular District Board Meeting Tuesday, July 14, 2015 at 5:30 pm in Training Rooms A & B
Respectively Submitted,

Carol Hucker
Recording Secretary