

**MINUTES
BOARD OF DIRECTORS REGULAR MEETING
NORTH METRO FIRE RESCUE DISTRICT
ADMINISTRATIVE HEADQUARTERS
101 SPADER WAY, BROOMFIELD, CO 80020**

The meeting was held in-person. Information regarding public participation in the meeting was posted on the District's website at least 24-hours in advance.

Date: December 13, 2022

BOARD MEMBERS PRESENT:

Richard Miller, President
Tim Long, Treasurer
Jenni Murphy, Secretary
Peter Billera, Vice President
Robert Nielsen, Asst. Secretary

STAFF PRESENT:

David Ramos, Fire Chief
David Anderson, Deputy Chief, Support Services
Jeff Bybee, Deputy Chief, Operations
Mark Daugherty, EMS Chief
Lisa Willis, Chief Financial Officer
Amy Collins, Human Resources Manager
Steve Gosselin, Division Chief, Fire Prevention
Sara Farris, Public Information Officer

LEGAL COUNSEL:

Dino Ross (via Zoom)

A. Call to Order

President Miller called the Board of Directors meeting to order at 4:00 p.m.

B. Pledge of Allegiance by Director Murphy

C. Additions/Deletions to Agenda

President Miller asked to swap the order of the presentation to Chief Daugherty with the Old Hire Pension Trustees meeting.

A MOTION WAS MADE BY DIRECTOR LONG AND SECONDED BY DIRECTOR NIELSEN TO ACCEPT THE AMENDED AGENDA. THE MOTION PASSED UNANIMOUSLY.

D. Public Comment (Agenda Items Only)

None.

E. Presentation

1. EMS Chief Award Presentation from Mountain View Fire Protection District

Division Chief Paul Johnson from Mountain View Fire recognized Chief Daugherty's efforts on the day of the Marshall Fire and his leadership in evacuating Centura Avista Adventist Hospital and Good Samaritan Medical Center during the fire. He presented Chief Daugherty with a Distinguished Service Award medal.

The Board congratulated Chief Daugherty for his efforts on that day.

F. Recess to Old Hire Paid Pension Board of Trustees Meeting

President Long convened the Old Hire Paid Pension Board of Trustees meeting. The Trustees conducted their business as reflected in the Old Hire Paid Pension Board of Trustees meeting minutes.

The Old Hire Paid Pension Board of Trustees meeting was adjourned, and the District Board continued its meeting.

G. Public Hearing (continued) – 2023 Proposed Budget

1. Staff Report

President Miller opened the Public Hearing on the 2023 Proposed Budget.

CFO Willis noted that property tax revenue had increased by \$112,000, and medic revenue was also increased for the final version of the budget. She had increased overtime expenses by \$306,000 for 2023 and increased workers' compensation insurance by \$105,000. She had added \$250,000 for a potential mill levy election. Gas and Electric were also increased due to increasing natural gas prices.

CFO Willis reviewed the changes to the Capital Improvements Fund proposed budget.

2. Public Comment (2023 Proposed Budget Only)

Mr. Dave Feineman, resident of Skyestone neighborhood, noted that the version change log was not on the District's website, and he requested that the District publish this chart in the future for residents to view. He requested consideration of funding of a technology assessment project for wildfire detection similar to Boulder County. He would like to see resources allocated to making individual recommendations to homeowners to protect their homes against fire.

President Miller closed the Public Hearing on the Proposed 2023 Budget.

H. Staff Reports

1. PIO Presentation

PIO Farris shared media surrounding the opening of Station 61 and the community open house.

Chief Ramos commended PIO Farris for the success of the community open house.

2. Proposed Changes to 2023-2025 Collective Bargaining Agreement

Chief Ramos discussed the proposed edits which address two topics: providing greater alignment between the District's past practices and the CBA provision regarding on-duty injuries; and, to increase short-term disability benefits from 50% to 66% of pay, which provides greater alignment with the Colorado FAMLI Act. These changes do not affect the 2023 proposed budget.

3. Proposed Changes to 2023-2025 Benefit Summary and Pay Plan for Administrative Employees

Chief Ramos noted that the changes to the Benefit Summary and Pay Plan for Administrative Employees were similar to those in the Collective Bargaining Agreement. Staff recommends approving these two amended plans.

4. Station 61 Construction Project Update

Chief Ramos would like to bring details for the final project close out in January 2023.

5. News and Other Project Updates

None.

I. Public Comment

None.

J. City Liaison Comment

Rich Kondo, Liaison from Northglenn City Council, appreciated Station 62's presence at Northglenn Noel. He thanked Chief McCabe for attending the Ward 4 meeting on lessons learned from the Marshall Fire and house hygiene against fire.

K. Action Items

1. A MOTION TO APPROVE THE CONSENT CALENDAR WAS MADE BY DIRECTOR LONG AND SECONDED BY DIRECTOR NIELSEN. THE MOTION PASSED UNANIMOUSLY.

a) Approval of accounts payable checks 54137 through 54268 and online Bill Pay 2022-92 through 2022-100 for a net total of \$1,526,233.23. Voided checks: 54230, 54237 and 54244.

2. A MOTION TO APPROVE RESOLUTION NM22-011 – 2023 MILL LEVY CERTIFICATION AND 2023 FINAL BUDGET WAS MADE BY DIRECTOR LONG AND SECONDED BY DIRECTOR MURPHY. THE MOTION PASSED UNANIMOUSLY.

L. Attorneys' Report

Attorney Ross had provided a written report to the Board. He wants to discuss two items in Executive Session.

M. Directors' Reports

The Directors shared their responses to the presentations.

N. Executive Session

A MOTION WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR NIELSEN TO GO INTO EXECUTIVE SESSION TO RECEIVE ADVICE OF LEGAL COUNSEL REGARDING AMENDMENTS TO THE 2023-2025 COLLECTIVE BARGAINING AGREEMENT AND THE FIRE CHIEF EMPLOYMENT AGREEMENT PURSUANT TO C.R.S. 24-6-402(4)(B). THE MOTION PASSED UNANIMOUSLY.

Attorney Ross certified for the record that the Executive Session, where legal advice will be provided, will constitute privileged attorney-client communications and will not be recorded.

A MOTION WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR NIELSEN TO COME OUT OF EXECUTIVE SESSION AT 6:22 P.M. THE MOTION PASSED UNANIMOUSLY.

O. Action Items (continued)

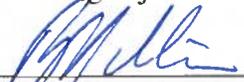
3. A MOTION TO APPROVE THE AMENDED 2023-2025 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE NORTH METRO FIRE RESCUE DISTRICT AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2203 FOR A THREE-YEAR PERIOD – JANUARY 1, 2023 THROUGH DECEMBER 31, 2025 WAS MADE BY DIRECTOR BILLERA AND SECONDED BY DIRECTOR NIELSEN. THE MOTION PASSED UNANIMOUSLY.
4. A MOTION TO APPROVE THE AMENDED 2023-2025 BENEFIT SUMMARY AND PAY PLAN FOR ADMINISTRATIVE EMPLOYEES FOR THE THREE-YEAR PERIOD – JANUARY 1, 2023 THROUGH DECEMBER 31, 2025 WAS MADE BY DIRECTOR LONG AND SECONDED BY DIRECTOR MURPHY. THE MOTION PASSED UNANIMOUSLY.
5. A MOTION WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR BILLERA TO APPROVE THE AMENDED EMPLOYMENT AGREEMENT BETWEEN NORTH METRO FIRE RESCUE DISTRICT AND FIRE CHIEF DAVID A. RAMOS, EFFECTIVE JANUARY 1, 2023 THROUGH DECEMBER 31, 2025. THE TERMS OF EMPLOYMENT ARE SET FORTH IN

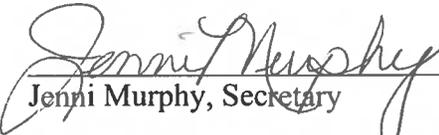
THE WRITTEN EMPLOYMENT AGREEMENT. THE MOTION PASSED UNANIMOUSLY.

P. Recess/Adjournment

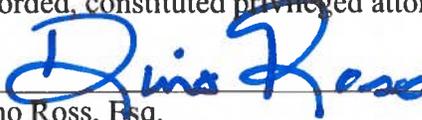
A MOTION TO ADJOURN THE MEETING WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR BILLERA. THE MOTION PASSED UNANIMOUSLY.

The meeting adjourned at 6:26 p.m.

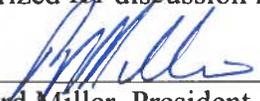

Richard Miller, President


Jenni Murphy, Secretary

I hereby attest that the information communicated during the Executive Session, which was not recorded, constituted privileged attorney-client communications.


Dino Ross, Esq.

I hereby attest that the Executive Session, which was not recorded, was confined to the topics authorized for discussion in Executive Session pursuant to C.R.S. §24-6-402(4)(b).


Richard Miller, President