

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

Date: June 19, 2018

BOARD MEMBERS PRESENT:

John Abboud, President
Peter Billera, Vice President
Jenni Murphy, Secretary
Richard Miller, Asst. Secretary

STAFF PRESENT:

David Ramos, Fire Chief
David Anderson, Deputy Chief, Support Services
Jeff Bybee, Deputy Chief, Operations
Lisa Willis, Chief Financial Officer
Eileen Gomez, Human Resources Manager
Steve Gosselin, Division Chief, Fire Prevention
Sara Farris, PIO

EXCUSED:

Tim Long, Treasurer

A. Call to Order

President Abboud called the Board of Directors meeting to order at 4:00 p.m. on June 19, 2018.

A MOTION TO EXCUSE THE ABSENCE OF DIRECTOR LONG WAS MADE BY DIRECTOR BILLERA AND SECONDED BY DIRECTOR MURPHY. THE MOTION PASSED UNANIMOUSLY.

B. Pledge of Allegiance – Led by Director Billera

C. Additions/Deletions to Agenda

None.

D. Public Comment (Agenda Items Only)

None.

E. Staff Reports

1. May 31, 2018, YTD Financial Statements – General Fund

CFO Willis reviewed the financial statements for the General Fund, ending May 31, 2018. She noted that the balance sheets showed that the District has \$14.5 million in cash. There will be one more big distribution of property tax revenue of approximately \$6 million on July 10. She noted that she would soon be making a contribution to the Old Hire Pension Fund from the General Fund. Emergency Services overtime is at 21% of budget, but there was a big month in May and several firefighters are out on injury at this time. She noted that Fire Prevention events overtime is over budget for the year. In total, the District is at 34% of budget. She has money to move to the Capital Improvements Fund, and will hit the targets for interfund transfers in the next two months.

2. Firefighter Hiring for 2018

CFO Willis discussed overtime projections for next year. She noted that more firefighters may be on vacation some days under the terms of the new Collective Bargaining Agreement. The situation has resulted in more overtime in 2018 and will increase the overtime estimate in the 2019 Budget. The District is also considering sending two EMT Basics to paramedic school which would increase overtime. She reviewed a chart displaying the past history of overtime costs and reviewed the cost of hiring two new firefighters compared to overtime costs.

Chief Ramos added that the new firefighters would be hired for the fall academy in August 2018. Next year the District plans to send two firefighters to paramedic school if approved by the Board in the 2019 Budget. The District frequently acquires paramedics through the hiring process, but every few years, it's beneficial to send a few of the most talented EMTs to paramedic school. Sending some EMTs to paramedic school helps to meet the District's staffing needs for paramedics, and it provides career advancement opportunities for EMT-Basic firefighters. Chief Ramos plans to request Board approval to hire five new firefighters in 2019, three replacements for retiring/resigning employees and two to help reduce overall labor costs in 2019.

President Abboud asked if the District is reimbursed for overtime costs incurred when the District sends firefighters to Wildland deployments, and how the amount of overtime that is reimbursed is determined. Chief Bybee replied that employees who are working on Wildland fires are backfilled with overtime hours per the SERF agreement with the State. President Abboud asked what happens if the position is backfilled by a regular employee instead of overtime. Chief Bybee noted that all positions are backfilled by an overtime position, even if the District is not at minimum staffing levels. Chief Ramos noted that the only way the District can be reimbursed for backfilling a position vacated by a wildland deployment is if the District pays overtime to fill the vacancy.

Director Miller acknowledged that new employees would result in overtime savings in 2019, but noted that the employees would remain on staff in 2020. He asked if these new employees could replace employees retiring in the future. Chief Ramos noted that the District has been hiring two to three firefighters each year to replace retiring firefighters, and these two firefighters could be used to fill future staffing vacancies.

President Abboud asked if these are temporary positions or new positions. Chief Ramos noted that he is not asking for a long-term increase to staffing numbers. If the District does not need

additional firefighters in 2020, it would not hire anyone new. Chief Ramos stated that he is looking to increase staffing for 2019 and expects to return to the current staffing level in the future. Current authorized line staffing is 117. He is not looking for a long-term staffing level increase.

3. Civil Service Committee Appointment

Chief Ramos noted there was an action item in the Board Packet. In April 2018, the Board appointed Dennis Day to serve on the Civil Service Committee. Bob Nielsen also indicated he was interested in the position, but deferred to Chief Day. President Abboud requested the addition of an Agenda action item to consider and vote on the appointment of Mr. Nielsen to the Civil Service Committee due to the passing of Chief Day. The Board indicated approval of the addition of the action item.

4. Project Updates

Chief Ramos asked the Board whether they would like to continue the practice of the District providing iPads to the Board members or consider a monthly technology reimbursement. He noted that most Board members have their own computers, printers, laptops and may not use the District provided iPad. Chief Ramos proposed a reimbursement for using personal technology at home. CFO Willis has estimated the cost of Directors using their own computers, internet access, printer and paper. The cost is estimated to be \$20.00 per month. The current method of providing Directors with an iPad costs \$430 with a useful life expectancy of three to four years (approximately \$10 per month). The Board would need to amend its Bylaws if it decides to adopt a technology reimbursement policy.

Director Miller agrees that he would not use an iPad. He already owns a tablet. He appreciates the effort to cover the cost of home technology. He noted that this is a new reimbursement as the Directors had iPads before but were not reimbursed for internet, etc. He questions whether this is needed. Chief Ramos added that this proposed reimbursement method is not intended to be additional compensation, but rather a more accurate reimbursement for actual expenses incurred by Board members and would be done in compliance with IRS rules.

Director Billera said that he will not use a District iPad very much and clarified that he is leaning toward a reimbursement policy.

Director Murphy doesn't need the reimbursement. She would rather continue with the iPad that she has been issued.

President Abboud suggested suspending the conversation for a month and getting input from Director Long.

President Abboud asked if each Director could make an individual choice. CFO Willis wanted to verify whether giving each Director a choice is allowed by IRS rules.

Chief Ramos updated the Board on the Gallagher Amendment Residential Assessment Rate (RAR). He is aware of 12 jurisdictions that are looking to place a measure on the November ballot to de-Gallagherize. They are developing ballot language to recover lost property tax revenue if

the Residential Assessment Rate falls below 7.2%. The lost revenue would be recovered by an automatic adjustment to the certified mill levy. Submitting the issue to the voters in November 2018 is a preemptive move intended to keep revenues at the current level before the new, lower, RAR is set by the State General Assembly in May 2019. There are downsides to this approach. One of the drawbacks to a ballot issue that allows future increases to the District's mill levy is that while Gallagher only reduces the tax rate for residential properties, all tax paying groups will be affected by a higher mill levy. Chief Ramos is interested in seeing the ballot language being developed once it's available. Some fire districts have received legal advice that this approach does not create a TABOR ballot question because it doesn't raise revenue beyond the current amount. Not all special district attorneys agree. Chief Ramos does not recommend jumping on the band wagon to present the voters with a ballot issue in November. He doesn't think North Metro Fire has had or will have the same amount of property tax revenue losses that will garner support from the public for this type of ballot question. He will provide the Board with the proposed ballot language that is going to be used by other fire districts when it is available. Brighton, Arvada, Frederick/Firestone, Adams County Fire and South Adams County Fire are the neighboring fire districts considering putting the de-Gallagherization issue on the ballot in November.

President Abboud commented that this is a big deal. He thinks the Board may need a Study Session before the next meeting. Chief Ramos will get more information and may recommend addressing it in Executive Session at a Regular or Special Board meeting rather than at a Study Session. Chief Ramos advised the Board the issue will be discussed at the State Chiefs meeting tomorrow. He recommended asking Attorney Shearer to address the issue and give recommendations to the Board. President Abboud thinks it would be appropriate to give this assignment to Attorney Shearer to look into ballot language. President Abboud asked if the District could run an off-year election. Chief Ramos replied that the District could hold the election in November of any year and May of the years in which there are director elections (director elections have been in even-numbered years, but will be in odd-numbered years beginning in May 2021), even if a de-Gallagherization ballot issue is deemed to be a form of TABOR election. Chief Ramos added that he thinks this is a TABOR question because it does impact taxes.

President Abboud asked about the deadline to put the issue on the November ballot. Chief Ramos replied that he understands that July 27 is the deadline to give notice it is going to participate in the coordinated general election, and September 7 is the deadline for the District to certify its ballot issue language (independent or coordinated). Attorney Shearer has advised that even if it is a TABOR issue, the District can run its own election in May when it holds its director elections (there will not be Director election in May 2019), but the election must be by mail ballot. Chief Ramos was asked to follow up with Attorney Shearer to have him address the matter at the next Board meeting.

F. Action Items

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

- a) Approval of accounts payable checks 46515 through 46658 and online Bill Pay 2018-41 through 2018-50 for a net total of \$532,873.25. Voided check: 46585.
 - b) Approval of minutes from the May 15, 2018 regular district board meeting.
2. A MOTION TO APPROVE THE APPOINTMENT OF ROBERT NIELSEN TO THE CIVIL SERVICE COMMITTEE, EFFECTIVE IMMEDIATELY, FOR THE SIX-YEAR TERM ENDING ON JUNE 19, 2024 WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR MILLER. THE MOTION PASSED UNANIMOUSLY.
 3. A MOTION TO APPROVE THE HIRING OF FIVE FIREFIGHTERS FOR THE 2018 FALL FIRE ACADEMY: THREE FIREFIGHTERS TO REPLACE FIREFIGHTERS WHO WILL TERMINATE IN 2018 OR RETIRE IN 2019, AND TWO FIREFIGHTERS TO INCREASE SHIFT STAFFING TO REDUCE OVERTIME COSTS ASSOCIATED WITH TRAINING, INJURY, SICK AND VACATION LEAVE WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR MILLER. THE MOTION PASSED UNANIMOUSLY.

G. Attorney's Report

None.

H. Public Comment

Larry Licht, a resident of the Skystone subdivision near 108th and Simms in Broomfield, is concerned about fire response to his subdivision. The subdivision is new and growing fast. He comes from a fire background and worked at New York Fire Department. He looked at the response time from Station 65 to this neighborhood using Google maps. Mr. Licht estimated the drive time was nine to ten minutes. Nine to ten minutes is not close to NFPA 1710 standards. He said he has spoken to the Mayor of Broomfield and Chief Ramos, and he is concerned about fire and EMS response times. Mr. Licht noted that the Skystone community has residents age 55 years and older. He asked the District to come up with a plan to reduce the response time. He said he is looking for out-of-the-box solutions. He realizes the easy solution is to build a new fire station.

Mr. Licht noted that one solution would be to relocate Station 65 on the other side of the airport closer to Skystone. He discussed the Rand formula which calculates response from Station 65 into Skystone at nine minutes plus turnout time and dispatch time. This is not a healthy situation. He has made presentations to Skystone residents, and they are concerned. He noted that Westminster's fire station number five is much closer to the neighborhood. He understands that North Metro Fire has, or is working on, a mutual aid agreement with Westminster, but is concerned that Westminster is not responsible for taking care of Broomfield residents and may not always be available. He also noted the neighborhood is growing with more high density residential areas including some areas where homes are eight or nine feet apart. He is concerned that if one of these

homes has a fire, many other homes also will burn, especially considering the winds in the area. Mr. Licht reviewed the NFPA 1710 standards for response time.

President Abboud replied that this is the first that the Board has heard about this issue. Mr. Licht replied that he previously had a long conversation with Chief Ramos and considered him to be an asset to the District. President Abboud promised the Board would collect more information, and talk with Chiefs Ramos and Bybee about the situation. He offered to get back to Mr. Licht in three to four weeks. Mr. Licht commented that this was a positive response. He offered to assist with finding a solution based upon his knowledge and experience. His address is 10825 Graphite Street, Broomfield, 80021. His phone is 602-312-5973. Mr. Licht thanked the Board for its time.

I. Directors' Reports

None.

President Abboud noted that the Board would continue the meeting with a tour of the Stations. Chief Ramos added that the public is welcome to join the tour.


The Board toured Stations 65, 61, 66 and 62. Mr. Licht attended the tour with the Board and staff.

J. Executive Session

None.

K. Recess/Adjournment

A MOTION TO ADJOURN THE MEETING WAS MADE BY DIRECTOR MILLER AND SECONDED BY DIRECTOR MURPHY. THE MOTION PASSED UNANIMOUSLY. THE MEETING ADJOURNED AT 7:32 P.M.



John Abboud, President



Jenni Murphy, Secretary