

RECORD OF PROCEEDINGS

West Metro Fire Protection District
Civil Service Committee Meeting
August 18, 2021

I. CALL TO ORDER

The regular meeting of the West Metro Fire Protection District Civil Service Committee was called to order by President Don Sherman at 6:00 p.m. This meeting was held via Zoom in accordance with the applicable statutes of the state of Colorado.

II. ROLL CALL

President Don Sherman	Present
Vice President Peggy Valdez	Present
Member Susan Emsbo	Absent - Excused
Member Dick Igel	Present
Member Leo Johnson	Absent - Excused
Member Jim Roos	Present
Member Danny Turney	Present
Board Liaison Mike Williams	Absent - Excused

Also present were Fire Chief Don Lombardi; Division Chief Dan Pfannenstiel; Division Chief Doug Hutchinson, Captain Reed Norwood, representing IAFF Local 1309; and, Ms. Jennifer Wheaton as recording secretary.

III. PUBLIC COMMENT

None.

IV. ADOPTION OF AGENDA

MOTION: It was moved by Danny Turney and seconded by Jim Roos to accept the agenda for the regular meeting of the West Metro Fire Protection District Civil Service Committee of August 18, 2021, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

MOTION: It was moved by Peggy Valdez and seconded by Danny Turney to approve the minutes of the regular meeting of the Civil Service Committee dated July 8, 2021, as amended (changing New Business item A., from 2020 Captain and Lieutenant Promotional Exams to 2022 Captain and Lieutenant Promotional Exams). The motion was voted upon and carried.

VI. REPORT OF THE FIRE CHIEF – D. Lombardi

Budget makers have submitted the 2022 budgets for initial review by Chiefs Metz and Krapf and Mr. Mulaw. Individual meetings will occur with each budget author in preparation for finalizing the 2022 budget. The 2022 health insurance premiums will not increase, which is a first for West Metro to remain at the same cost for health care coverage as the year prior. Chief Lombardi is keeping an eye on any legislative changes and ballot initiatives regarding property taxes for commercial and residential that may affect the 2022 budget.

The union contract is up for renewal. Negotiations with the board of directors and the Local 1309 will begin soon.

Promotions occurred at last night's board meeting. Appointments for deputy chiefs and division chiefs were handled to replace those positions where retirements and other movement has taken place.

The 2022 Accreditation renewal process kicked off today. This starts a year-long process to prepare for documentation gathering, document preparation, and site visit preparation in advance of a formal hearing before the Commission on Fire Accreditation International (CFAI) in the 3rd quarter 2022. This will be the third time West Metro has gone before the Commission for accreditation approval. Dozens of authors and contributors from every area of West Metro will participate in the renewal process.

The COVID-19 response continues. West Metro personnel are now at 81% vaccinated. A small number of new COVID-19 cases have emerged in the staff with about half of those cases experienced by vaccinated members and the other half experienced by unvaccinated members. In most cases, the symptoms are reported to be mild for those who have been vaccinated. During Chief Lombardi's time at the Fire Rescue International (FRI) conference, other fire chiefs in attendance reported that their fire department vaccination rates were at around 50%. The current policies in place at West Metro seem to be in-line with what is needed for the response to COVID at present, and there are no plans to mandate the vaccine at this time. Chief Lombardi will continue to monitor the circumstance for any needed adjustments to current policies moving forward.

Chief Lombardi informed the Committee that this will be Chief Pfannenstiel's final meeting with the Civil Service Committee before moving into his new role as the deputy chief of operations. Chief Lombardi thanked Chief Pfannenstiel along with the Committee members for raising the standard of professionalism within Training and Civil Service by elevating recruiting, the new hire process, and promotional testing standards. Chief Lombardi expressed that Chief Pfannenstiel exceeded expectations in the role as the division chief of training and has every confidence that Chief Hutchinson will expand on the successes of the CSC and Chief Pfannenstiel to raise the level of professionalism even higher. President Sherman echoed Chief Lombardi's sentiments, thanked Chief Pfannenstiel and wished him well in his new role.

VII. REPORT OF THE TRAINING CHIEF – D. Pfannenstiel

The academy is in the second week of operation. Justin Casida, the recruit who recently completed the Aurora academy which meets the same standards as West Metro, has been taken through a fast-track academy to orient him to the West Metro way of operations. The process has been a success, allowing Firefighter Casida the opportunity to be placed in a line-duty position this week. This strategic decision benefits operational staffing, and reduces overtime costs.

The Red Rocks Community College Fire Science Program begins tomorrow.

The Training Division has wrapped up multi-company drills and hydraulics drills. After-action reports and gap training on basement fires will occur later this month, with complex RIT drills in the month of September. Engineer Bartlett will be leading a driver operator aerial program, followed by the driver operator aerial CMCB certification. Finally, preparations for the 2022 annual training plan will begin in October.

VIII. REPORT OF LEGAL COUNSEL – C. Tallerico, Esq.

None.

IX. REPORT OF BOARD LIAISON – M. Williams

None.

X. REPORT OF THE UNION – R. Norwood

The fundraiser golf tournament that occurred back in July was a great success, raising money for the Colorado Professional Firefighters Foundation, assisting firefighters and firefighter families in need.

One West Metro firefighter was injured in a motor vehicle crash recently and is still hospitalized. Captain Norwood asked the Committee to keep him in their thoughts during this difficult time.

The IAFF Colorado Fallen Firefighter Memorial in Colorado Springs, among other IAFF events have been canceled due to concerns over the spread of the delta variant of the coronavirus.

In-person collection efforts for the 2021 MDA Fill the Boot campaign have been canceled. A virtual platform will be used for fundraising this year. Captain Norwood will keep the CSC updated with virtual fundraising information as it becomes available.

XI. REPORT OF THE RCS SUBCOMMITTEE – R. Norwood

All of the new recruits who are currently in the academy have joined the union.

Early discussions have taken place for the 2022 testing process.

XII. FINANCIAL REPORT – D. Pfannenstiel

A. Budget Review

Chief Pfannenstiel reviewed the 2021 year-to-date budget.

XIII. OLD BUSINESS

A. 2021 Engineer Promotional Exam

1. Ratify Written Exam Results

MOTION: It was moved by Danny Turney and seconded by Dick Igel to ratify the August 9, 2021 written exam results of the 2021 Engineer Exam and to post the ratified results on August 18, 2021. The motion was voted upon and carried.

B. 2022 Captain and Lieutenant Promotional Exam

1. CPS-HR Proposal

MOTION: It was moved by Jim Roos and seconded by Danny Turney to award the 2022 Captain and Lieutenant Promotional Exams to CPS-HR. The motion was voted upon and carried.

XIV. NEW BUSINESS

None.

XV. OTHER MATTERS

A. Next Meeting

With the continued construction in the West Metro Administration Board Room, the decision was made to hold one final Civil Service Committee meeting via Zoom to allow the final upgrades in the Board Room to be completed.

B. Captain Norwood expressed his appreciation to Chief Pfannenstiel for his contributions to Civil Service, adding that his partnership, thoughtfulness, and purposeful and deliberate approach all stand out as notable qualities that will leave a lasting mark on this area of the organization. Captain Norwood wished Chief Pfannenstiel well in his new role as Deputy Chief of Operations and welcomed Chief Hutchinson to his role as the Division Chief of Training.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented it was moved by Peggy Valdez and seconded by Danny Turney to adjourn the regular meeting of the West Metro Fire Protection District Civil Service Committee. The motion was voted upon and carried.

The meeting adjourned at 7:00 p.m.

Recording Secretary: /s/ Jennifer Wheaton
/s/ Don Sherman