

RECORD OF PROCEEDINGS

West Metro Fire Protection District
Civil Service Committee Meeting
November 8, 2022

I. CALL TO ORDER

The regular meeting of the West Metro Fire Protection District Civil Service Committee was called to order by President Peggy Valdez at 6:00 p.m. This meeting was held in accordance with the applicable statutes of the state of Colorado, at West Metro Fire Protection District's Administrative Office Building, at 433 South Allison Parkway, Lakewood, Colorado, and available remotely via Teams.

II. ROLL CALL

President Peggy Valdez	Present
Vice President Susan Emsbo	Present
Member Kim Brewer	Present
Member Christina Cosentini	Absent - Excused
Member Christopher Holm	Present
Member Leo Johnson	Present
Member Jim Roos	Present
Member Danny Turney	Absent - Excused
Board Liaison Don Sherman	Present

Also present were Fire Chief Don Lombardi; Division Chief Doug Hutchinson; Lieutenant Jon Beattie representing IAFF Local 1309 (remotely via Teams); and, Ms. Jennifer Wheaton as recording secretary.

III. PUBLIC COMMENT

None.

IV. ADOPTION OF AGENDA

MOTION: It was moved by Leo Johnson and seconded by Jim Roos to accept the agenda for the regular meeting of the West Metro Fire Protection District Civil Service Committee of November 8, 2022, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

MOTION: It was moved by Chris Holm and seconded by Kim Brewer to approve the minutes of the regular meeting of the Civil Service Committee dated October 11, 2022 as presented. The motion was voted upon and carried.

VI. REPORT OF THE FIRE CHIEF – Fire Chief Don Lombardi

The 2023 budget was presented to the board of directors at their meeting in October. A public hearing on the 2023 budget will occur at the November 15, 2022 board meeting, and Chief Lombardi will present a financial risk analysis to the board of directors during that same meeting. The 2023 budget is scheduled for approval at the December 6, 2022 board meeting.

Chief Lombardi recently organized a strategic planning team retreat for the strategic planning team chairs. Each team is chaired with one representative from management and one representative from labor. The retreat was led by two facilitators and was designed to give tools to the leaders of each team by fostering communications, team building and succession planning. Chief Lombardi identified the leaders within each strategic planning team as the future leaders of the organization and noted that collectively, the strategic planning teams represent one of the greatest successes at West Metro. The Center for Public Safety Excellence has identified West Metro as an organization with superior labor-management relations. Chief Lombardi has been invited to speak on labor-management relations at a 2023 national conference, at which he will discuss the importance of the strategic planning teams and their contributions to the successful labor-management relationships at West Metro.

VII. REPORT OF THE TRAINING CHIEF – Division Chief Hutchinson

The recruit academy continues. The graduation for the current academy is scheduled to be held on Monday, December 12, 2022 at 4:00 p.m. at Dakota Ridge High School. Active threat training continues at the Training Center. West Metro will be sending monthly training groups to South Metro Fire Rescue for cadaver lab training in coming weeks to focus on airway management for EMTs and paramedics. The Training Center is operating as a polling location for the election today. DU leadership training, Executive Education Insights, with Kerry Plemmons has begun for leaders within the organization. Early sessions include a comprehensive personality test. Leaders at the rank of assistant chief, captain and lieutenant will be attending Insights training in the first quarter of 2023.

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

None.

IX. REPORT OF BOARD LIAISON – Secretary Don Sherman

Mr. Sherman reported on the October 18, 2022 board meeting. The next board meeting is scheduled for December 6, 2022.

X. REPORT OF THE UNION – Lieutenant Jon Beattie

Lieutenant Beattie thanked the District and the board members for acknowledging the contributions of the membership to the organization and for approving a cooperative working agreement for the years 2023-2024-2025.

Lieutenant Beattie commented on a recent apartment fire in the District and the affects that calls of this nature have on the crews. He noted that West Metro has come a long way in opening up about some of the mental health realities firefighters encounter as part of the profession.

XI. REPORT OF THE RCS SUBCOMMITTEE – Lieutenant Jon Beattie

Plans for a spring 2023 academy are underway. Currently 13 of the anticipated 15 recruit spots have been filled with backgrounds completed and job offers extended.

XII. FINANCIAL REPORT – Division Chief Doug Hutchinson

A. Budget Review

Chief Hutchinson reviewed the 2022 year-to-date budget.

XIII. OLD BUSINESS

A. 2023 Assistant Chief Promotional Exam

1. Contract

Chief Hutchinson informed the Committee that we are waiting on a proposal for the contract for the 2023 Assistant Chief Promotional Exam from CPS-HR.

2. Notice

MOTION: It was moved by Leo Johnson and seconded by Jim Roos to approve and post the notice of the 2023 Assistant Chief Promotional Exam on November 8, 2022 as presented. The motion was voted upon and carried.

XIV. NEW BUSINESS

None.

XV. OTHER MATTERS

A. Civil Service Committee Member Term Renewal for Peggy Valdez and Danny Turney, December 31, 2022

Ms. Valdez will attend the November 15, 2022 board meeting to request reappointment to the Civil Service Committee for Ms. Valdez and Mr. Turney, each for six year terms.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented it was moved by Susan Emsbo and seconded by Kim Brewer 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 6:36 p.m.

Recording Secretary: /s/ Jennifer Wheaton
/s/ Peggy Valdez