

RECORD OF PROCEEDINGS

West Metro Fire Protection District
Civil Service Committee Meeting
February 10, 2022

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 6:07 p.m. This meeting was held remotely via Zoom accordance with the applicable statutes of the state of Colorado.

II. ROLL CALL

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

Also present were Fire Chief Don Lombardi; 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 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 February 10, 2022, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

A. January 13, 2022 Regular Meeting

MOTION: It was moved by Dick Igel and seconded by Leo Johnson to approve the minutes of the regular meeting of the Civil Service Committee dated January 13, 2022 as amended, adding clarification to reflect that Ms. Cathy Tallerico operated as legal representative to the fire chief during the appeal hearing. The motion was voted upon and carried.

B. January 18, 2022 Special Meeting

MOTION: It was moved by Leo Johnson and seconded by Jim Roos to approve the minutes of the special meeting of the Civil Service Committee dated January 18, 2022 as presented. The motion was voted upon and carried.

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

Chief Lombardi provided an update on the response to COVID-19. With an appeal in progress in the federal courts regarding vaccine mandates for federal contractors, Chief Lombardi made the decision to make the vaccine mandate one that is a West Metro mandate, requiring all employees to be vaccinated or file for an exemption. The mask mandate that has been in effect in Jefferson County is anticipated to be lifted in the coming days. West Metro will respond by dropping the mask mandate for employees who are vaccinated. Unvaccinated employees will continue to wear masks while working. Beginning next week, Deputy Chief Scott Rogers will be leading a workgroup to make recommendations and to coordinate a transition from pandemic to endemic.

Chief Lombardi commented on the 2022 Captain Promotional Exam. The assessors from outside agencies who assisted in the captain exam assessment center provided excellent feedback on the quality of the candidates as well as the process from a fairness and applicability standpoint. He thanked the Civil Service Committee for their role in making this exam one of the best testing processes he has experienced.

VII. REPORT OF THE TRAINING CHIEF – Division Chief Hutchinson

Chief Hutchinson thanked the Civil Service Committee and acknowledged their contributions to the 2022 Captain Promotional Exam.

The West Metro recruit academy 22-01 is underway and going well. All recruits are vaccinated. One recruit resigned from the academy today to take a role within his family's business in North Dakota. Resiliency training put on by Building Warriors will occur for the recruits and any new civilian staff members tomorrow. This training is designed to help employees cope with the stresses that first responders experience on the job.

The Red Rocks academy is also underway, at the Training Center on Thursdays and Fridays.

The Firefighter 3rd Grade Exam will occur tomorrow morning at 8:00 a.m. followed by an assessment center that is conducted by Training Division staff.

Multi-Company drills have started again with the focus in February on Red Card certification for wildland response.

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

None.

IX. REPORT OF BOARD LIAISON – Secretary Mike Williams

Mr. Williams reported on the January 18, 2022 board meeting. The next board meeting is scheduled for February 15, 2022.

X. REPORT OF THE UNION – Captain Reed Norwood

Captain Norwood reported that this will be his last meeting as the Union representative to the Civil Service Committee. Captain Norwood has taken a new role within the Union as secretary treasurer. Lieutenant Jon Beattie will be filling Captain Norwood’s position and will be present at future CSC meetings to provide the report of the Union and also the report of the RCS Subcommittee. Captain Norwood thanked the Committee for their work, for volunteering their time, and for their commitment to West Metro, noting that the hiring and promotional process is a model for other organizations state and nation-wide. Lieutenant Jon Beattie introduced himself to the Committee, provided some background on his career, and expressed his gratitude for the privilege of being involved in the work of the Civil Service Committee.

The IAFF Legislative conference is coming up next month in Washington D.C. Three Union representatives will be in attendance with an opportunity to meet and interact with the Colorado State representatives.

XI. REPORT OF THE RCS SUBCOMMITTEE – Captain Reed Norwood

Captain Norwood updated the Committee on the new hire process. The written exam occurred on January 29. Of the 390 applicants, 335 arrived to take the exam. There were 29 failures, and the average score was 84%. The physical agility tests (PATs) began the day after the written exam and will continue through the month of February. Wellness Director Bob Stratman offered practice PAT dates to aid in orienting applicants to the physical component of the testing process. His last practice date drew 125 applicants. Oral boards begin March 7. First Idea, the company assisting with the new hire process is assisting with evaluating the interview questions. 35 uniformed employees have requested to be a part of the oral board process.

XII. FINANCIAL REPORT – Division Chief Doug Hutchinson

A. Budget Review

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

XIII. OLD BUSINESS

A. 2022 Captain Promotional Exam

President Sherman summarized the assessment portion of the exam and the scoring process.

1. Ratify Scores

MOTION: It was moved by Leo Johnson and seconded by Jim Roos to ratify the final scores of the 2022 Captain Promotional Exam, and to and approve posting the exam scores on February 10, 2022. The motion was voted upon and carried.

- 2 Establish Eligibility Register

MOTION: It was moved by Susan Emsbo and seconded by Dick Igel to establish the eligibility register based on the 2022 Captain Promotional Exam, effective February 10, 2022 and expiring April 8, 2024. The motion was voted upon and carried.

- B. 2022 3rd Grade Developing Firefighter Written Exam (2021-01)

The written exam will occur at the Training Center at 8:00 a.m. tomorrow.

XIV. NEW BUSINESS

- A. Certify the Top Four Name from the Eligibility Register for the Rank of Captain, the Top Five Names from the Eligibility Register for the Rank of Lieutenant, and the Top Five Names from the Eligibility Register for the Rank of Engineer.

MOTION: It was moved by Leo Johnson and seconded by Susan Emsbo to certify the top four names from the eligibility register for the rank of captain (A. Johnson, B. Burke, L. Bazacas, M. Binney), the top five names from the eligibility register for the rank of lieutenant (H. Vancil, S. Calocci, M. Brouillette, M. Long, E. Saling), and the top five names from the eligibility register for the rank of engineer (C. Hanson, C. Thieman, D. Karamigios, J. Spencer, J. Wasinger). The motion was voted upon and carried.

XV. OTHER MATTERS

Any Civil Service Committee member interested in attending the 2022 CPR classes along with the West Metro staff can notify Jennifer Wheaton for course registration.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented it was moved by Susan Emsbo and seconded by Jim Roos 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 6:52 p.m.

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