

## RECORD OF PROCEEDINGS

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West Metro Fire Protection District  
Civil Service Committee Meeting  
March 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 6:00 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 Zoom.

### II. ROLL CALL

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

Also present were Fire Chief Don Lombardi; Division Chief Doug Hutchinson; Lieutenant Jon Beattie, 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 March 10, 2022, as presented. The motion was voted upon and carried.**

### V. REVIEW OF MINUTES

**MOTION: It was moved by Dick Igel and seconded by Jim Roos to approve the minutes of the regular meeting of the Civil Service Committee dated February 10, 2022 as amended to correct the meeting start time from 7:07 p.m. to 6:07 p.m. The motion was voted upon and carried.**

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

Chief Lombardi updated the Committee on some of the developments since the Bourne hearing in January 2022. A 3<sup>rd</sup> party investigation was conducted in response to a harassment and retaliation claim against Chief Lombardi. The outcome of the investigation revealed that the claims were unfounded. Chief Lombardi will continue to update the Committee of any additional information pertinent to this topic.

A workgroup was established to make recommendations and to coordinate a transition from pandemic to endemic in relation to COVID-19. Anticipated outcomes of this workgroup include developing a plan for how and when to require the use of masks, how and when we require COVID testing, and when and if different requirements are applied to employees who are vaccinated and employees who are not vaccinated. These factors will be discussed along with a focus on what is best for the community and for the organization.

**VII. REPORT OF THE TRAINING CHIEF – Division Chief Hutchinson**

The recruit academy is in progress and going well. Two recruits have withdrawn from the academy for personal reasons. The Red Rocks Community College academy is scheduled to graduate in May. All 12 of the members who took the 3<sup>rd</sup> Grade Firefighter Exam last week successfully passed. The wildland refresher recertification trainings that were snowed out in recent weeks are being rescheduled for completion. Captain Brett Burke will be returning to a line duty position this month. He will be replaced by Lieutenant Jeff Delgado in the Training Division. The 3<sup>rd</sup> party contractor, Building Warriors, is currently working with the recruits and a few new civilian employees to provide valuable resiliency training with a focus on first responders. Applications are currently being accepted for Camp Ember, a firefighting camp for girls aged 16-18. Firefighters Martinez and Riepma recently attended a Women’s Fire Leadership Seminar. Their feedback from attending the seminar was very positive. Chief Lombardi added that he has begun to put thought into bringing a seminar like this to the Front Range area.

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

None.

**IX. REPORT OF BOARD LIAISON – Secretary Mike Williams**

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

**X. REPORT OF THE UNION – Lieutenant Jon Beattie**

Three union members attended the legislative conference in Washington D.C. During the conference, West Metro union representatives were able to meet with Colorado Senators Bennett and Hickenlooper, and Representative Pearlmutter. The event was productive and well attended.

West Metro will be participating in the Denver St. Patrick's Day Parade on March 12, 2022. Lieutenant Beattie encouraged the Committee to attend.

**XI. REPORT OF THE RCS SUBCOMMITTEE – Lieutenant Jon Beattie**

The oral board interviews are underway as part of the larger hiring process. The written exam occurred in January, followed by various dates for the physical agility test (PAT) in February and early March. It is estimated that 241 applicants will have participated in the oral boards by the final day (tomorrow). Of the 241 candidates, approximately 30 are veterans, 25 female, and 13 paramedics. Lieutenant Beattie credited Erin Cummins and the entire Human Resources Division for their great work in making this process such a great success.

**XII. FINANCIAL REPORT – Division Chief Doug Hutchinson**

A. Budget Review

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

**XIII. OLD BUSINESS**

A. 2022 3<sup>rd</sup> Grade Developing Firefighter Written Exam (2021-01)

1. Ratify Scores

**MOTION: It was moved by Leo Johnson and seconded by Peggy Valdez to approve the final scores of the 2022 3<sup>rd</sup> Grade Developing Firefighter Written Exam, and to approve the scores for posting as of March 10, 2022. The motion was voted upon and carried.**

**XIV. NEW BUSINESS**

A. 2022 Lieutenant Promotional Exam

President Sherman provided an update to the Committee on the upcoming 2022 Lieutenant Promotional Exam. The written exam will occur in August and the practical will occur in September. The contract is in the process of being drafted at this time. The next step is the develop a timeline for conducting this exam.

B. Certify the Top Three Names from the Eligibility Register for the Rank of Captain, the Top Five Names from the Eligibility Register for the Rank of Lieutenant.

**MOTION: It was moved by Leo Johnson and seconded by Jim Roos to certify the top three names from the eligibility register for the rank of captain (L. Bazacas, M. Binney, D. Fahrney) and the top five names from the eligibility register for the rank of lieutenant (H. Vancil, E. Saling, D. Zannis, T. Hecox, E. Gaffrey). The motion was voted upon and carried.**

**XV. OTHER MATTERS**

President Sherman announced that he will be running for a position on the West Metro Fire Rescue Board of Directors at the May 3, 2022 election. Succession planning has begun in preparation.

**XVI. EXECUTIVE SESSION**

None.

**XVII. ADJOURNMENT**

**MOTION: There being no further business to be presented it was moved by Peggy Valdez and seconded by Dick Igel 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 6:47 p.m.

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