

RECORD OF PROCEEDINGS

West Metro Fire Protection District
Civil Service Committee Meeting
July 14, 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 Zoom.

II. ROLL CALL

President Don Sherman	Present
Vice President Peggy Valdez	Present
Member Susan Emsbo	Present
Member Dick Igel	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; 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 July 14, 2022, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

A. June 9, 2022 Regular Meeting

MOTION: It was moved by Jim Roos and seconded by Susan Emsbo to approve the minutes of the regular meeting of the Civil Service Committee dated June 9, 2022 as presented. The motion was voted upon and carried.

B. July 9, 2022 Special Meeting

MOTION: It was moved by Leo Johnson and seconded by Susan Emsbo to approve the minutes of the special meeting of the Civil Service Committee dated July 9, 2022 as presented. The motion was voted upon and carried.

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

Chief Lombardi recognized Dick Igel for 16 years of dedicated service to the Civil Service Committee, and Don Sherman for 15 years of dedicated service to the Civil Service Committee. Both members have offered tremendous contributions, each in their individual ways to the Committee through the years, and have shaped the program to the outstanding model that it is today.

The Mobile Integrated Healthcare program is going through considerable change. The board has approved a contract dissolution of the public/private partnership with Dispatch Health in favor of hiring in-house advanced practice providers to staff the advanced resource medic with the West Metro advanced care paramedics. The proposed transition is projected to take 90 days and is anticipated to be a cost neutral shift, providing improved and expanded services to the community, including options for telehealth care.

Chief Lombardi discussed the need to increase staffing at Station 15 to move away from the current model of four on the engine, and during medical calls, two on the engine and two on the medic unit. Overall staffing would go from 97 to 98 per shift. The board will be asked to consider approval of this change at the July board meeting with proposed changes going into effect on August 1, 2022. The Standard of Cover SPT will also be recommending the addition of a medic unit later in 2022 and an additional medic unit in 2023 to help alleviate the stress in the response system due to higher call volume particularly in the northern end of the District.

Chief Lombardi requested that the Committee consider the possibility of shifting the Civil Service Committee meeting date from the second Thursday of each month to the second Tuesday of each month. The Committee agreed to consider the change. President Valdez will reach out to the incoming members to notify them of this change.

President Valdez requested and received consensus to change the regular meeting date from the second Thursday of the month to the second Tuesday of the month with the next meeting scheduled to be held on Tuesday, August 9, 2022.

VII. REPORT OF THE TRAINING CHIEF – Division Chief Hutchinson

The next recruit academy will begin on August 1, 2022 with 31 West Metro recruits. Each candidate has been fitted for their bunker gear, uniforms, received their orientation materials, textbooks, and have received their pre-assignments.

With the retirement of Lieutenant Sean Martin, Lieutenant Pat Berry will be taking over Lieutenant Martin's responsibilities in the Training Division.

A number of staff members attended a lithium-ion battery storage training recently. Captain Rick Ihnken has been designated as the subject matter expert of this program at West Metro. Planning for active threat training is underway in anticipation for a fall delivery.

Class A burn training is in progress at the Training Center. The training incorporates live fire scenarios with thermal imaging camera training.

The Human Resources Division organized a Wills for Heroes event at the Training Center this week. 60 West Metro firefighters attended the event that was free of charge for West Metro firefighters.

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

None.

IX. REPORT OF BOARD LIAISON – Secretary Don Sherman

Mr. Sherman reported on the June 21, 2022 board meeting. The next board meeting is scheduled for July 19, 2022.

X. REPORT OF THE UNION – Lieutenant Jon Beattie

The Colorado Professional Firefighters held a conference in June in Ft. Collins, hosted by Poudre Fire. Over 30 local unions participated in the conference. Main topics of the conference included the relationship between labor and management, challenges with hiring, and mental health support for the membership. West Metro will also be in attendance at the national convention which is coming up in August in Ottawa, Canada.

XI. REPORT OF THE RCS SUBCOMMITTEE – Lieutenant Jon Beattie

Of the 31 recruits, six are female, six veterans, and one is a paramedic. The low number of paramedics in this hiring group will result in 30 of the 31 recruits being prepared for paramedic school when the time comes.

XII. FINANCIAL REPORT – Division Chief Doug Hutchinson

A. Budget Review

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

XIII. OLD BUSINESS

A. 2022 Lieutenant Promotional Exam

The application period is open. At present, 21 applications have been received. Chief Hutchinson estimates at least 10-15 additional applications coming in. The kickoff meeting with CPS-HR occurred recently to identify SMEs and establish the framework for the exam.

B. 2022 3rd Grade Firefighter Promotional Exam (21-02)

The application period is open. The majority of those eligible for this exam have submitted applications. The exam is scheduled for September 27, 2022 at 8:00 a.m. at the Training Center.

C. Civil Service Committee Vacancy Interviews

There were four candidates interviewed during the new member selection process. Three candidates have been selected. The top two candidates will be recommended to fulfill the two vacancies (Don Sherman and Dick Igel). Due to the third candidate having such unique and desirable experience, the Committee voted to propose to the board expanding the Committee to eight members. President Valdez will be meeting with the Board at their July 19, 2022 board meeting to discuss these appointments.

XIV. NEW BUSINESS

A. Certify the Top Two Names from the Eligibility Register for the Rank of Lieutenant and the Top Three Names from the Eligibility Register for the Rank of Engineer

MOTION: It was moved by Leo Johnson and seconded by Dick Igel to certify the top two names from the eligibility register for the rank of lieutenant (E. Gaffrey and C. Trost) and the top three names from the eligibility register for the rank of engineer (J. Wasinger, N. Cooke, and M. Dory). The motion was voted upon and carried.

XV. OTHER MATTERS

President Valdez thanked Mr. Sherman and Mr. Igel for their extraordinary service to West Metro and the citizens of the community. She thanked them both for their leadership and guidance over the years.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented it was moved by Leo Johnson 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 7:05 p.m.

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