



LARKSPUR FIRE PROTECTION DISTRICT

9414 South Spruce Mountain Road Larkspur, Colorado 80118

Business Phone (303) 681-3284 Fax: (303) 531-7373

REGULAR BOARD OF DIRECTORS MEETING

August 10, 2023

Station 161

MEETING MINUTES

Present:

Rodger Greer, President

David Vance, Secretary

Ed Chambers, Treasurer

Cynthia Applegate, Board Member

Wayne Moore, Board Member - excused

Stuart Mills, Chief

Frances Esty, LFPD Accountant

Jodi Warner, Admin Assistant

I. MEETING CALL TO ORDER

The meeting was called to order at 18:10 hours.

II. PUBLIC COMMENT/RECOGNITION

Ed Blanchard requested to work with the Fire Chief to assist the department.

III. CONSENT AGENDA

August 10, 2023, Meeting Minutes

Financial Report

- A. Mrs. Applegate motioned to approve the August 10, 2023, Regular Meeting minutes, as presented; Mr. Vance seconded. All were in favor and the motion carried.
- B. The group discussed a few individual items on the treasurer's report; expenses are currently at 52% of 58% goal. Mr. Vance motioned to approve the treasurer's report; Mrs. Applegate seconded. All were in favor and the motion carried.

IV. BOARD DISCUSSION/ACTION ITEMS

- A. Mr. Chambers will be getting more information on the status of the Chief hiring process.
- B. Mr. Vance motioned to allow Chief Walden to put LFPD on a list to purchase two new medic units within 2 years; Mr. Chambers seconded. All were in favor and the motion carried. The future purchase of a wildland apparatus was also discussed.
- C. The Board will meet for the annual budget workshop on October 10, 2023 from 1-4pm

V. CHIEF'S REPORT

Union Report – Julius Doelle

The Retention Panel met last in July. Chief Mills had accomplished our last goal of doing a quick feasibility study for a 5 year step-grade plan. The unions is encouraged that this is the goal moving into 2024 Budget planning.

Spraz days at the park will be held on August 4.

One new member has joined the union and another is expected to join soon. The goal of the union is to represent the majority of the work force.

It is now the expectation that any Union members will revert to official means of communications with the Board. Any communications to the BOD should only be from a member of the Executive Board. The involvement on a personal level the BOD has pursued has been greatly appreciated. This was truly above and beyond in a great time of need. However, we also recognize the strain and time commitment this places on the Board. In effort to get, "back on track" and lead by example, we are committed to holding ourselves to the chain of command, either operationally or through the means

on the Union's E-Board. We by no means wish to hamper any discussion back and forth, we merely hope to handle it in a more official capacity.

The union is working on the following items:

We hope to continue to be involved with the Retention Panel and to help consult on Budget decisions, especially with regard to new pay scales.

-A second Spray Dayz has been scheduled for Sat August 19. This will be the last for this year, but with great anticipation for May-August 2024.

-Julius is our MDA Lead and is doing a great job with getting Fill The Boot set up for Labor Day Weekend. He has two locations planned for location on Friday and Saturday only. As a reminder, all Fill The Boot collections go to MDA to help kids fight Muscular Dystrophy. This is NOT a fundraiser for the District or the Local.

-We have members in contact with the Larkspur PTA and will be active with the LES Fall Festival. We will most likely be hosting a "Haunted Trail".

-We are working on a retirement plaque for Chief Mills from the Local to be presented at the October Awards banquet.

-We intend on sponsoring a raffle at the banquet as we have done in times past.

-We Welcome Chief Walden as our interim Chief and are excited to be working openly with him. We would like to affirm our commitment to his three basic principles of Collaboration, Cooperation and Communication. We look forward to what we can accomplish together during his short tenure.

-We would like to reaffirm our position on helping in the new Chief Selection Process. We understand that up to now, GovHR has been doing the lead work. We hope to be considered to hold a position on any panel or committee that may be formed for the selection of our next Chief.

Fire Chief Report – Chief Walden

Current tasks in progress are: Replacement treadmill order - Project officer: Capt Lamb, Medic front tire replacement – Project officer: Capt Campagnola, Medic air conditioner replacement – Project officer: several, Engine 162 pump repair – Project officer: Capt Campagnola, Squirt 161 repairs – Project officer: Capt Campagnola, Company officer "shadow" training – Project officer: Lieutenant Brown, Station 164 vermin removal – Project officer: Mike Pelka, Station 164 vegetation removal – Project officer: Captain Johnson and A shift, Spray Day organization – Project officers: Mike Pelka and Jules Doelle, Asphalt repair – Project officer: Captain Johnson, Replacement chairs for day rooms and "bubble" room – Project officer: Capt Lamb, Dress uniforms for command staff – Project officer: all., Firefighter leadership training – Project officer: Lieutenant Brown, Carpet cleaning for both Station 161 and 162 – Project officer: Capt Johnson, Tool standardization for reserve apparatus - Project officer: Capt Lamb, Cistern repairs and inspections - Project officer: Fire Marshal Diershow, Uniform Jacket – Project officer: company officers and crews, Coordination and communication with various vehicle vendor: Project officer - Capt Campagnola, Selection of HR support contractor: Project officer – me, Lighting and reflector repair – squad 161: Project officer – Capt Campagnola, Coordination with EMS Medical Director: Project officer – me, Repair of station plumbing – various rooms – Project officer: Captain Lamb, Replacement of refrigerator – Project officer: me, Uniform jacket initiative – Project officer: many
Tasks that are pending are: Mechanical assessment of all LFPD stations, Assessment of interior paints

MATTER OF SIGNIFICANT IMPORT

- Passage and implementation of POWR act
 - o The POWR Act broadens the type of conduct that constitutes harassment and restricts employers' use of affirmative defenses. The legislation repeals the current legal definition of "harass" ("to create a hostile work environment based upon an individual's race, national origin, sex, sexual orientation, gender identity, gender expression, disability, age, or religion") for a broader definition with a much lower threshold of proof. These changes will make it easier for employees to plead and prove harassment claims. In contrast, employers will be required to meet a higher

evidentiary standard for affirmative defenses.

- Also includes: Employees are entitled to three new uses of paid sick leave (SB23-017):
 - o To grieve, attend services or deal with financial/legal matters resulting from death of a family member.
 - o To care for a family member whose school or place of care has unexpectedly closed.
 - o To unexpectedly evacuate residence due to weather, loss of power/heat/water, etc.

PERSONNEL STAFFING

- Administrative assistant hired
- Full time firefighter hired
- Two part-time firefighters hired – another declined offer of employment
- Full time paramedic interview board – August 14, 2023; 3 candidates

SPECIAL THANKS AND RECOGNITION

- Part-time firefighter Glen Clemons who has volunteered to learn how to work the LFPD databases. Stuart Mills has volunteered to come in and train him.
 - o Glen will be on the clock for his training
- Castle Rock Fire Department
 - o Supporting the LFPD in two hiring Boards
 - Next hiring board will be led by CRFD officer at my request

The Board will be sending an email to notify the staff of the upcoming bonus.

VI. PUBLIC COMMENT (3 min limit pp)
Larry Sutton provided an update on the development of acell phone tower at station 162.

VII. EXECUTIVE SESSION
None

VIII. ADJOURNMENT

Mr. Vance motioned to adjourn the meeting at 19:38; Mr. Chambers seconded. All were in favor and the motion carried.