



Nederland Fire Protection District Board of Directors Regular Meeting Agenda June 16th 2021

**** This meeting is being recorded ****

Roll Call

Iain Irwin-Powell – Y

Patrick Richardson – Y

Todd Wieseler - Y

Ray Willis - Y

Henry Zurbrugg – Y

Chief Dirr – Y

Also present – Heather Moore CPS

Announce Quorum & Call Meeting to Order @ 1903

Approve the meeting agenda

5-0-0

Acceptance of previous meeting minutes

May 19th minutes

5-0-0

Treasurer's Report



NFPD Balance Sheet – May 2021

Fund Balance Sheet	
5/31/2021	
General Fund	
Savings	\$609,752.04
Checking	\$16,069.70
Capital Reserve	\$6,579.83
Total Funds	\$632,401.57
Capital Reserve	\$6,579.55
Grant Match Reserve	\$28,800.00
Reserve for Payroll/Operating	\$106,902.33
Reserve for Sick/Vac	\$44,377.19
Reserve for Tabor	\$29,760.00
Reserve for Wildland Fire Reimb	\$0.00
Total Reserve	\$216,419.07
Account Receivable	
Accounts Receivable Inspection	\$104.00
Accounts Receivable Wildland	\$2,022.24
Total Accounts Receivable	\$2,126.24
Other Current Assets	
Prepaid Deposit	\$0.00
Undeposited Funds	\$0.00
Total Other Current Assets	\$0.00
Paid not Expensed	\$0.00
Expensed Not Paid	
Accounts Payable	\$4,628.37
Citibank Visa	\$2,221.07
Payroll Taxes	\$10,415.38
Pension and Disability	\$5,224.70
Aflac	\$351.00
Total	\$22,840.52
Total Unreserved Funds	\$395,268.22

Follow-up Items from April Board Mtg

- 1) Wildland Fire Reimbursement has been adjusted, payouts have been distributed.
- 2) Accounts Receivable Wildland will also be removed and will show as a negative income to Wildland Fire in 2021 financials
- 3) Grant Match Reserve will be adjusted after reimbursement from State is received for Lifepaks

Chief's Report

183 calls for the year

Traumatic MVA in the narrows with a CISD session

Discussion of NFPD being toned to Sugarloaf district. Further discussion to be had to create agreement with dispatch on district boundaries.

Vehicle maintenance continues on new tender & 5631

Quotes for pump testing underway, waiting for response

Talking to Timberline regarding mask fit testing at Blackhawk fire

EMS grant request for reimbursement submitted

Rik working with DDA regarding reimbursement

Bunker gear replacement update and pricing

Waiting on response from Mountain View for vehicle inspection costs

Continuing Business

Notice for new board member posted in Mountain Ear, website and Facebook

Policy for new board member selection and election notices – no action

Retaliation complaint finalization
Employee handbook quotes
EAP proposal
Fit testing update
Firehouse software replacement update
Per diem shift coverage update
5642 sale – waiting for discussion with the prospective purchaser
Vehicle loan policy – No action

Crew shirt pricing – board wished for a different design but pricing ~\$74, \$1500 for crew shirt.
BK Grant award – discussion on options both used & new. Reimbursement grant award.

New Business

SB 21-293 & property taxes & 2022/2023 budget – Information for the board regarding how that may affect out income over the next property tax cycle.

Future Business

Any other business

Welcome to Captain Kyle Kociemba-Benson
Thanks to all the volunteers who came in to meet Kyle and talk to him

Special Executive Session

Special executive session to discuss personnel issues related to Chief Dirr's Performance Improvement Plan completion process.

I move, pursuant to Colorado Revised Statutes, Title 24, Article 6 Section 42, at subsection 4(f) to go into executive session to discuss personnel matters relating to Chief Dirr.

The particular matter that is to be discussed behind closed doors is the results of the Survey of the Chief's performance improvement plan and discussion of the monitoring period from November 3rd 2020 to April 30th 2021 with the Fire Chief.

As this executive session involves a personnel matter, the employee involved has been given the opportunity to require that this discussion be conducted in public and the employee has indicated that they wish for this discussion to occur in public.

Special Meeting Minutes

Discussion with the Chief regarding the outcome of the June 15th special executive session.
Round table conclusions from the board

- RW – Some areas that need to be addressed. Scoring in the survey was unbalanced. Did not get a good feel of the outcome from the survey.
- HZ – Number of items that the Chief could improve on. Where do we have to improve. The survey provided a baseline for the future.

- IIP – The outcome was poor from my perspective, both from survey and reviews with the Chief. The survey being all over the place shows that there is a problem. Unimpressed by the survey. Some big elements of the PIP were had no advancement. Things have not changed and unless this board makes changes it is likely that the department will continue to fail. We have lost 75% of our staff in the last 6 months.
- TW – It does not appear we are on a path of improvement. Membership still lacks guidance on how to improve. Indications of fighting the process from the Chief. The survey showed generally a more negative response than positive.
- PR – Excluding the outliers the results were mediocre. Felt like the process was slow walked.

RD – Surprised by the board’s responses. There was some resistance on my part at the beginning. The workload that remained from staff leaving left little time for other work. In general I was trying to provide leadership. I tried to comply not just with the PIP but walk out successful at the end of the process.

The survey does not reflect my impression of my performance.

I tried to engage all of the membership and had no response.

I gave as much as I could give and was fully invested in the process.

HM – Provided CPS HR’s perspectives of the PIP process meetings.

Extended discussion between board and Chief regarding differing perspectives on the PIP process execution and results of the survey.

PR – suggests options for moving forward. Department reorganization, move towards admin chief and admin chief role. Move Chief Dirr to admin chief / fire marshal and appoint operations chief to manage the day-to-day operations.

Discussion about what those positions look like and how those roles work and interact. Clear understanding on the fact that both roles must support and work together.

Discussion regarding job descriptions and expectations and how that might improve operations of the department. How those roles interact and report to the board. Similar to a division chief in a larger department.

Chief indicates that he could work with the idea. The scenario maintains relationship with the town and other agencies that he already has.

Chief brings up the problems of multiple reporting paths if there is an assistant or operations Chief and how that also affects scene operations.

Freeform discussion about how these roles may work and alternative structures.

Membership survey would be required to drive the final direction.

Questions about grant opportunities to fund additional positions. Those would be 16 months out.

Special Meeting Conclusions

Continue to evaluate operations chief or assistant chief positions, create job descriptions.

Public Comment

(Please state name and if in district or out of district for the record)

George Newell – Chief is overloaded, with pandemic and staff turnover. The process has been confrontational and stressful for the Chief and we should hire an assistant Chief and the board should provide more support to the Chief. The board should be aware of the extra load that managing a Chief and assistant chief might bring to them.

Lauralyn Sayah – Thank you to the board and the Chief for continuing to work on solutions. There is probably a need for an assistant Chief.

Charlie Schmidtman – Significant problems exist within the department. Chief Durr has the experience to bring to assist the operational chief role. Good for the volunteers to have a new path within the department.

Rik Henrikson – Concerns about the role being a 48 hour shift role and consistency of communication within the roles.

Kate Durr – Until we as a department start to work together the department cannot succeed.

Lyndsey Sweeney – Membership has questions. All we have seen is the survey results. We would like to ask more questions and have more input.

Alex Olivas – Supportive of the structure but there are some complications to sort out.

Next Meeting 21st July @ 7pm

Any other business

Board thanks to Patrick for his contributions to the department

Adjourn the meeting @ 22:50 5-0-0