



Nederland Fire Protection District

Board of Directors Special Meeting March 7, 2023

- **Roll Call:**

Iain Irwin-Powell	President	Present
Guy Falsetti	Vice President	Present
Todd Wieseler	Treasurer	Present
Russ Panneton	Director	Present
Jessica McElvain	Director	Present
Lucy Zamarripa	HR Consultant	Present

- **Announce Quorum & Meeting Called to order at 1906 hrs.**

- **Motion to Approve Agenda**

- Approved 5-0-0

- **Public Statements and Comments**

- Scott Papich – lives in District and a volunteer. As a member of the District we feel like we have a Captain that is professional, well trusted and motivated that would make a great Interim Chief (Charlie Schmidtman)

- **New Business**

- Appointing an Interim Chief process – this position is meant to keep the District going
 - Ideally, resolved within 1 week
 - Can choose someone internally or externally
 - Expedited process from the last time would be preferred
 - Should the Interim Chief be eligible to apply for the permanent position?
 - Not allowing the Interim to apply for the fulltime position would be disingenuous.
 - This would also change candidates.
 - Positing Interim position is not required
 - Can be appointed (such as through a motion)
 - Does the Board need time to discuss further?
 - Can we have a discussion with the Members?
 - Can the Members elect the Interim Chief?
 - Active 9-1-1 vote for Interim Chief
 - Final say is up to Board
 - Internal interest (present during meeting)
 - Charlie Schmidtman
 - Kyle Kociemba-Benson – current Fire Chief for a non-bordering AHJ (9/hrs week)
 - Will still have to perform duties as assigned with current job

- HR recommends increase for position but not to make the same as the Fire Chief
 - **Motion as of this meeting to appoint Charlie Schmidtman Interim Chief not to exceed 6 months.**
 - **5-0-0**
 - **Motion rate of pay for Interim Chief as calculated from pay scale of \$126,480.00**
 - **4-1-0**
 - **Motion to authorize Smarter HR Solutions (Lucy Zamarripa) to start the permanent Fire Chief recruitment process**
 - **5-0-0**
 - Appointing a permanent Chief process
 - Do we engage a third party or do it internally?
 - Develop a job description prior to recruitment
 - Do not allow Interim Chief just to move into the position
 - Per Colorado law you must allow internal candidates to apply
 - Recruitment process for permanent position must be started within 6 months
 - Formal job posting – must be posted internally but can also include external candidates
 - Resolution 2023-07 – Delegating of Powers from the Board to the Interim Fire Chief
 - **Motion: 5-0-0**
- **Future Business**
 - Negotiation of permanent Chief terms special executive session
 - Guy Falsetti will be taking on this task
 - **Special Executive Session**
 - None held, therefore no conclusions
 - **Public Statements and Comments**
 - None (online and in attendance)
 - **Any other business**
 - **Next Meeting**
 - **March 15, 2023 @ 7PM**
 - **Motion to Adjourn the meeting**
 - **5-0-0**

Meeting adjourned at 2030 hours