

9/17/2024 RFFRA Meeting Final Minutes

Roll Call: Deputy Chief Issel, Division Chief Luttrell, Finance Director Thompson, Deputy Chief Cornelius, President Van Walraven, Board Member Duroux, Board Member Young, Chief Thompson, Board Member Heivly (Lifesize), Division Chief Palmer (Lifesize), Executive Assistant Diamond, Vice President Arthur, IT Director Johnson.

Swearing in for Tyler Yoder

Call to Order: 9:01

Approval of Minutes: Board Member Young motioned to accept the August 20, 2024 meeting minutes. Board Member Heivly seconded the motion; all favored accepting the meeting minutes and noted that Board Member Duroux did not attend the last meeting.

Attorney Report:(given by Chief Thompson) Chief Thompson told the Board that Attorney Cole wrote a resolution for the Basalt and Rural Fire Protection District Board of Directors regarding the decision to reject a condition of the Roaring Fork Valley Planning Commission Location and Extents review. Chief Thompson said this will be on the Basalt Fire Board agenda, and all members must favor passing this Resolution. Chief Thompson explained that this would speed up the permit process.

Chief Report: L3 Glenwood Springs Habitat for Humanity housing opportunity. Chief Thompson told the Board he never got the paperwork; it was recently given to the Attorney to review. Chief Thompson clarified if we are asking for one or two slots. Executive Assistant Diamond reminded the Board that three people from Roaring Fork Fire Rescue, two full-timers and one volunteer, responded. Chief Thompson said they are waiting for a contract and the money in trust \$150,000 to hold each unit. Deputy Chief Issel did a walk-through of the property and liked the units. Finance Director Thompson wants to have this as part of the budget discussion. Finance Director Thompson said we have non-restricted funds, so we need to verify with our Attorney to see if we can use public funds for this. Finance Director Thompson will follow up to determine one or two units.

-Chief Thompson said we have ordered steel for the maintenance facility. Chief Thompson noted we are working with engineers to reduce electric, mechanical, and plumbing costs. Chief Thompson said the hope is that processing this now will be 100% after Eagle County gets our Resolution, and we should be able to break ground this year. Chief Thompson said we are coming in at budget. Chief Thompson said we paid \$10,000 extra to have an outside agency review our plans for Eagle County as it would take three months for them to review the plans; we paid to get it done early and move forward.

Finance Report: Finance Director Thompson said we are doing well on budget and should be in a good place by the end of the year. Finance Director Thompson reviewed the rough draft of the budget, which included \$811 thousand in revenue, in addition to taking the additional mill. Finance Director Thompson said we generated 9.8 million between the two districts, not including monies from ambulances or wildfires. If we take the full mill this year, it will be 11.5 million.

-Finance Director Thompson reviewed the budget, premium pay for officers with a paramedic certificate, and the impact of the step plan over the next five years, as this will significantly impact the budget.

-Finance Director Thompson said that the cost-of-living adjustment (COLA) suggests a 2.5 percent increase for the Consumer Price Index, but we need to adjust it to a 3 percent COLA to stay competitive.

-Finance Director Thompson told the Board what revenue she thought we would bring from the Wildfires.

-Finance Director Thompson said our health insurance had a 4 percent increase this year.

-Finance Director Thompson said they reclassified one hourly position for our responders. Finance Director Thompson told the Board that the one temp position from last year needs to be made into a full-time position; additionally, we are asking for a floating permanent position.

-Finance Director Thompson explains that 70-73 percent of the budget is for staff. Finance Director Thompson said the summary on page 8 goes to the state; on page 9, you can see the breakdown between the operating and capital budgets. Finance Director Thompson explained that this number excludes \$300,000 that may go out for the L3 housing project in Glenwood Springs.

-Board Member Young said more discussion and more detail are helpful. Finance Director Thompson said she is waiting on the legislation calculations. Finance Director Thompson said the first reading of the budget will be in October and include budget committee suggestions.

-Discussion about taking the mill ensued. Finance Director Thomson said we need to find out if our Attorney is putting together a fact sheet that we can put to our voters.

-Discussion occurred regarding sales tax in Snowmass Village.

-Finance Director Thompson reviewed the 2024 budget, saying through August, we are running at 64%, which is good. Finance Director Thompson explained that some expenditures are coming in for the capital, such as a type three brush truck in December. Finance Director Thompson added that we had also put down a deposit for a truck we would receive in 2025.

Motion: Finance Director Thompson is asking to revise last year's LOSAP requirements as some records were not recorded in Thomasville. Finance Director Thompson needs a motion to accept the LOSAP change from last year and participation requirements moving forward. Board Member Young motioned to accept the new LOSAP participation funds. Vice President Arthur seconded the motion, and all Board Members favored passing this motion and no one opposed.

Human Resource Report: Human Resource Director Thomas reviewed the compensation plan, moving from 107 percent to 110 percent of the market increase due to the high cost of living in the valley. Human Resource Director Thomas explained how she surveyed different areas that matched our areas and polled them on the positions that matched ours. Human Resource Director Thomas said we will not move salaries lower; they will be frozen until the market is moving again. Human Resource Director Thomas explained to the Board how she got these

numbers and the 3% COLA. Board Member Young said housing is critical, and we must pay to retain our good people and stay ahead of the curve.

-Human Resource Director Thomas said they are interviewing on Monday, September 23, for the HR/Finance job.

-Human Resource Director Thomas said she is working on finalizing a recruiting class with new expectations and moving people through the process on October 20. Human Resource Director Thomas said this will be a combined class with the new volunteers and new part-time recruitment with 15-20 new people onboarding.

-Human Resource Director Thomas said we are in a benefit renewal cycle. Human Resource Director Thomas said we work with Public Sector Health Care and are exploring new opportunities for staff that we will roll out to staff that they can elect.

-Chief Thompson said he had a great meeting with the Volunteer board. Chief Thompson said they want more health and wellness benefits vs more LOSAP money. Chief Thompson said they should be able to do this and keep the same budget. Chief Thompson said the Volunteer board is working on simplifying their requirements for a member in good standing and how they track the requirements. Finance Director Thompson explained how the health and wellness benefit reimbursement works for members in good standing. Discussion

Fire Marshal Report: Deputy Fire Marshal Stott told the Board that the Colorado Wildfire Conference is at the Viewline in Snowmass Village the first week in October. Deputy Fire Marshal Stott said the Fire Prevention Crew is attending.

-Deputy Fire Marshal Stott said fire prevention week is the week after the conference, and they will be busy at school and doing station tours.

-Deputy Fire Marshal Stott said the Lofts at Tree Farm got the certificate of occupancy.

-Deputy Fire Marshal Stott said the Terrace building under construction will be rentals.

Deputy Chief Cornelius Report: Deputy Chief Cornelius told the Board we had 139 volunteer hours in August; we continue to see a decrease in numbers. Deputy Chief Cornelius said August was a busy month with 264 total incidents. Deputy Chief Cornelius said EMS-related incidents were at 1871 year-to-date, up 3.7%. Deputy Chief Cornelius introduced Aaron Luttrell, our new Division Chief of EMS.

-Deputy Chief Cornelius said we have crews out on our fourth Federal assignment; Red Feather Lake wildfire it's 130 acres 0 percent contained. Deputy Chief Cornelius said the resource order is for 14 days, and we sent three crew members.

-Deputy Chief Cornelius said Tyler Yoder put himself through Paramedic school and will take his exam soon and graduate on September 27. Deputy Chief Cornelius said we have two others in the Paramedic program and two more going in 2025, which is why we need the floater position.

-Deputy Chief Cornelius said we are having a joint orientation on October 20 for the new volunteers and part-time positions that mirrors the onboarding from 2022. Deputy Chief

Cornelius said these new members will be at the All Hands Meeting on November 5, should you want to meet the new team members.

Deputy Chief Issel Report: Deputy Chief Issel told the Board he is starting the winterizing process.

-Deputy Chief Issel expects some rental movement to happen in October.

-Deputy Chief Issel said new garage doors were installed at Station 43.

-Deputy Chief Issel said Deputy Fire Chief Stott took a leadership class.

Master Plan: Chief Thompson said more public education and staff involvement at all public events leads to positive votes and trust.

Public Comments: None

Board Member Comments: Board Member Heivly attended the volunteer meeting last month. Board Member Heivly asked if we could have a benefit for gas or fuel. Chief Thompson said this is not possible as we do not pay fuel tax, so it would be illegal for us to do that.

Volunteer All Hands Meeting: October 1, 2024, Board Member Duroux volunteered to attend.

Adjournment: Vice President Arthur motioned to adjourn the meeting. Board Member Duroux seconded the motion, and the meeting ended at 10:04 a.m.