

Ridgway Fire Protection District
Regular Meeting
March 1, 2023

CALL TO ORDER

Meeting called to order at 5:33 pm by Board Chair, Christen Williams, at the Ridgway Public Library located at 300 Charles Street, Ridgway, Colorado. Also, in attendance were RFPD Board Members Mary Reinhardt and Adam Johnson; RFPD interim Fire Chief Chris Miller, District Administrator Katy LaSala, as well as Mike Trahan and Jamie Gomez.

FINANCIALS

LaSala presented an invoice from ServePro that details the balance owed after the insurance company payout. Miller noted that our insurance adjuster has spoken with ServePro representatives many times regarding what he and Chief Miller believes to be a seemingly high cost for the services they provided. After discussion, the Board tasked LaSala with having RFPD legal counsel, Bo Nerlin, work with both the insurance adjuster and ServePro to reach an agreement.

❖ MOTION by Reinhardt to approve financials as presented. SECOND by Johnson. ALL IN FAVOR.

MINUTES

❖ MOTION by Reinhardt to approve the 2/1/23 regular meeting minutes as presented. SECOND by Johnson. ALL IN FAVOR.

OLD BUSINESS

New Staff Positions – Fire Chief Employment Contract

Williams noted that the Board has the current draft with legal counsel’s recommended edits but suggested pushing any discussion on the topic to the next meeting in which Kraft will be in attendance. No action was taken at this time.

Building Repairs Update

Chief Miller explained that our contractor’s bid for the repairs is only \$400 higher than our adjuster estimated, and as soon as we receive payment from the insurance company, the contractor will start with the repairs. Williams tasked Miller to follow up with our insurance adjuster regarding a timeline on the insurance payout and report back at the next meeting.

Additionally, Miller noted that our contractor, Dave Dorr, is working on a bid to raise the ladder bay door.

PSHCG Health Insurance

Williams stated that she, Miller, and LaSala attended a meeting with PSHCG rep, Cindy Meyers, to gather information regarding the company’s plans and premiums, and that she believed the prices to be “good.” LaSala presented a spreadsheet detailing the projected premiums for each different plan for up to five employees through 2024. As discussion ensued regarding the different plans, Reinhardt suggested offering the Plan A 1500 with payment split between the RFPD and the employees. Williams then proposed offering a full employer paid health option, while offering employees the option to receive employee-paid dental and vision coverage. Johnson questioned whether we need to have a waiting period after hire for new employees to receive insurance coverage, while also noting that we currently have two full time employees that he would like to offer insurance to promptly.

❖ MOTION by Johnson to offer the two current RFPD full-time employees, Chris Miller and Katy LaSala, the option to enroll in the PSHCG 100% employer paid Plan A 1600 with an employee opt-in for dental and vision at the employees’ expense. The same offer will be in place for new employees upon commencement of their contracts. SECOND by Reinhardt. ALL IN FAVOR.

CHIEF'S REPORT

Chief Miller asked the Board Members what information they would like to hear in a monthly Chief's report. Reinhardt stated that she would like to continue to receive the number of the previous month's dispatched incidents with rundowns of the call types and details of "significant events." Williams indicated that she would like to hear about any large equipment repairs and "high points" on plans for the upcoming month. Finally, Johnson requested a review of the previous month's trainings as well as plans for upcoming trainings. He also stated that it would be informative to know how many people are attending trainings and calls.

Continuing his report, Chief Miller mentioned that RFD firefighters responded to two car accidents that ended up being in the Telluride Fire Protection District. He also stated that BUMPER Williams led an extrication training that included becoming familiar with our new Combi Tool.

NEW BUSINESS

Special District Election

LaSala noted that, at this moment, two candidates, Mike Trahan and Jamie Gomez are running for the upcoming two-year term office, and as such, the RFPD will be holding an election. Williams thanked both candidates for their interest in joining the RFPD Board.

Appointment of New 2023 Designated Election Official

Williams noted that LaSala resigned as the 2023 Designated Election Official.

❖ MOTION by Johnson to appoint Bo Nerlin as the 2023 Designated Election Official. SECON by Reinhardt. ALL IN FAVOR.

Manner in which the 2023 Election is to be Held

❖ MOTION by Reinhard to hold the 2023 Election with mail-in ballots. SECOND by Johnson. ALL IN FAVOR.

Change of Regularly Scheduled Meeting Dates

❖ MOTION by Johnson to adopt the Resolution changing the RFPD regular meeting schedule to the 3rd Monday of each month at 5:30 pm commencing on April 17th, 2023 as presented. SECOND by Reinhardt. ALL IN FAVOR.

Assessment of Wildland Employee Wages – Proposal to Increase Wages

LaSala presented the 2022 RFPD Wildland Pay Schedule and explained that the RFPD currently pays its Wildland employees the Federal Administratively Determined (AD) Plan plus 10%. She requested that the Board increase the pay to the AD Plan plus 20% to better align with the rising costs of living in our area. She reiterated that the DFPC allows all Cooperators to determine their own pay schedule as long as it is "within reason," and all wages we pay our employees for work on dispatched wildland assignments are fully reimbursed to the RFPD by the State. She also noted that the proposed pay scale falls in line with other Cooperators in Colorado's "resort" mountain towns, and our current payrate was based on pay scale from six years ago.

❖ MOTION by Reinhardt to adopt the proposed wildland pay schedule at the annual AD Plan plus 20%. SECOND by Johnson. ALL IN FAVOR.

Member Survey Discussion

Johnson discussed the creation of a RFD member survey to get an idea of what the volunteer firefighters think about this organization and presented several questions on the topic. Williams noted that the hope is to present it in a format for members who are uncomfortable saying their thoughts and opinions at the RVFD meetings. Johnson and LaSala were tasked with creating a draft of the survey and present it at the next meeting.

OTHER NON-AGENDA BUSINESS

Seasonal Employee Contract

LaSala presented a seasonal employee contract as drafted by legal representative, Bo Nerlin. She stated that we have had no contracts in the past when hiring seasonal wildland employees, but suggested we implement one for District and employee liability purposes. No action was taken at this time, and the discussion will be added to the next District meeting.

Lexipol Policy & Procedure Creation

LaSala explained that she attended the initial Lexipol workshop, and the next steps will be to create a Primary Workgroup that is willing to meet 1-2 times weekly with our Lexipol Project Manager for 2-3 hour sessions at each meeting. Within that group, there needs to be an assigned Designated Group Project Manager who can-

1. Make edits to master policy documents during collaborative sessions based on input from workgroup members.
2. Track project progress and document statuses.

The Board acknowledged the need to push forward with policy and procedure creation, but no action was taken at this time.

ADJOURNMENT

❖ MOTION by Reinhardt to Adjourn. Second by Johnson. ALL IN FAVOR.

Meeting Adjourned at 7:03 pm until the 3/20/23 Special Meeting.

Respectively Submitted,

-Katy LaSala