

RECORD OF PROCEEDINGS

West Metro Fire Protection District
Civil Service Committee Meeting
May 14, 2020

I. CALL TO ORDER

The regular meeting of the West Metro Fire Protection District Civil Service Committee was called to order by President Don Sherman at 6:00 p.m. This meeting was held remotely via video and teleconference in accordance with the applicable statutes of the state of Colorado.

II. ROLL CALL

President Don Sherman	Present via Videoconference
Vice President Peggy Olivas	Present via Videoconference
Member Susan Emsbo	Present via Videoconference
Member Dick Igel	Present via Videoconference
Member Leo Johnson	Present via Videoconference
Member Jim Roos	Present via Videoconference
Member Joan Rosenberger	Present via Videoconference
Member Danny Turney	Absent - Excused
Board Liaison Jerry Cassel	Present via Videoconference

Also present via videoconference were Fire Chief Don Lombardi; Division Chief Dan Pfannenstiel; Lieutenant Reed Norwood, representing IAFF Local 1309; and, Ms. Jennifer Wheaton as recording secretary.

III. PUBLIC COMMENT

None.

IV. ADOPTION OF AGENDA

MOTION: It was moved by Leo Johnson and seconded by Joan Rosenberger to accept the agenda for the regular meeting of the West Metro Fire Protection District Civil Service Committee of May 14, 2020, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

MOTION: It was moved by Leo Johnson and seconded by Susan Emsbo to approve the minutes of the regular meeting of the Civil Service Committee dated April 9, 2020, as presented. The motion was voted upon and carried.

VI. REPORT OF THE FIRE CHIEF – D. Lombardi

COVID-19

The IMT that was put in place to provide better structure for our response to the pandemic has been demobilized, leaving a more traditional response to handle the continuing needs related to COVID-19. Medic 9 and Medic 17 are still in place, call volume has risen recently with responses closer to normal. 11 employees have tested positive for COVID-19 to date. The overall response has gone very well despite logistical challenges, particularly related to PPE supply. The employees have handled this response well, and have made necessary adjustments for safe and successful operations. We are currently looking to develop a plan for a return to normal or near normal after May 31. Chief Lombardi addressed expenditures and reimbursements related to the pandemic response.

VII. REPORT OF THE TRAINING CHIEF – D. Pfannenstiel

Training Center Reopening

June 1st will be the start of two phases to slowly reopen the Training Center. Phase I will allow the scheduling of West Metro firefighter activities, with priority given to internal mandates, promotional exams, special disciplines, followed by learning gaps. Phase I will also restart the activities of the Red Rocks Community College Firefighter I Academy. Phase II of the reopening is focused on external customers and is anticipated around July 1st. West Metro will balance guidance from the governor with the needs of the external customers to narrow down this date.

Fall 2020 Red Rocks Community College Firefighter I Academy

West Metro has been asked to consider the possibility of offering Firefighter I Academy on line in the fall. Because we do not have an online platform, and because much of the training is hands on, this request will take considerable thought to shift to a virtual or hybrid training plan. No decision has been made at this time.

New Hire Academy

The fall 2020 new hire academy has been moved to January 2021.

VIII. REPORT OF LEGAL COUNSEL – C. Tallerico, Esq.

None.

IX. REPORT OF BOARD LIAISON – J. Cassel

Mr. Cassel reported on the April 21, 2020 board meeting. The next board meeting is scheduled for May 19, 2020.

Mr. Cassel also noted that there will be three new board members seated at the May 19, 2020 meeting, Mr. Bill Clayton, Mr. Mike Williams, and Ms. Carolyn Wolfrum. Mr. Cassel thanked the outgoing members, Ms. Pam Feely, Ms. Kristina Moeder, and Ms. Wendy Volmer for their service to West Metro Fire Protection District.

X. REPORT OF THE UNION – R. Norwood

The regular local and state meetings have been cancelled or rescheduled recently due to the COVID-19 pandemic. The IAFF conference that was scheduled for August 2020 has been moved to January 2021 to take the place of the annual ALTS conference.

The membership continues to manage the COVID -19 response challenges with professionalism. While this added stress greatly impacts the membership, morale is high, and resiliency is a top priority. The support from the IMT and the District has been remarkable, identified needs are being met almost immediately.

XI. REPORT OF THE RCS SUBCOMMITTEE – R. Norwood

New hire process was delayed to late September 2020 with the oral boards being the final component of the process. The hiring contract vendor, First Idea, has been helpful in seeking possibilities for an all-online oral board scenario at minimal cost. Various options are being considered, including live videoconference interviews and recorded interview responses from candidates. The paramedic assessment portion of the oral board has been finalized, offering preference points to paramedic applicants who are successful with the paramedic assessment.

XII. FINANCIAL REPORT – D. Pfannenstiel

A. Budget Review

Chief Pfannenstiel reviewed the 2020 year-to-date budget.

XIII. OLD BUSINESS

A. Captain Exam

1. Approve Posting - Reschedule Assessment Center Dates

MOTION: It was moved by Jim Roos and seconded by Leo Johnson to approve the posting of the rescheduled assessment center for the 2020 Captain Exam. The motion was voted upon and carried.

B. Lieutenant Exam

1. Discussion on the Notice of Promotional Examination

Mr. Sherman reported on a recent meeting and discussion with CPS-HR regarding the Angoff method to handle the grading component of the written exam. This method or its equivalent, is considered to be the industry standard. Legal has been consulted and is supportive of this best practice grading system. This standard is being considered for the upcoming Lieutenant Exam as well as other types of promotional exams.

C. 2020 Third Grade Exam (19-02)

1. Reading List and Notice Discussion

XIV. NEW BUSINESS

None.

XV. OTHER MATTERS

None.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented it was moved by Joan Rosenberger and seconded by Susan Emsbo to adjourn the regular meeting of the West Metro Fire Protection District Civil Service Committee. The motion was voted upon and carried.

The meeting adjourned at 7:19 p.m.

Recording Secretary: /s/ Jennifer Wheaton
/s/ Don Sherman