



**RECORD OF PROCEEDINGS
FREDERICK-FIRESTONE
FIRE PROTECTION DISTRICT**

**BOARD OF DIRECTORS
SPECIAL MEETING
8426 KOSMERL PLACE, FREDERICK
COLORADO 80504**



**SPECIAL MEETING MINUTES
October 17, 2022**

The special meeting of the Board of Directors of the Frederick-Firestone Fire Protection District was called to order by Chairman Weimer at 6:42 p.m.

ROLL CALL

Directors Present:

Edward Weimer, President/Chairman
Jeffrey Jurgena, Vice President
Christopher Vigil, Treasurer
Kathryn Maselbas, Secretary
David Stout, Assistant Secretary

Also present:

Jeremy A. Young, Fire Chief
Mike Cummins, Finance Director
Summer Campos, Community Outreach Specialist

APPROVAL OF THE AGENDA

Treasurer Vigil moved to approve the Agenda for the October 17, 2022, meeting as presented. Motion seconded by Vice President Jurgena. The motion passed unanimously.

PUBLIC COMMENT

No public comment for October 17, 2022.

STAFF AND BOARD REPORTS

Fire Chief Young provided the Board with information on the administrative and operational expenses components of the proposed 2023 Budget. Fire Chief Young explained where all supporting documents for the proposed 2023 budget could be found and reviewed by the Board over the next month.

➤ **2023 Budget Preparation and Scheduling**

The remaining timeline of the adoption of the 2023 Budget is as follows:

- October 17 Second Reading of the proposed 2023 Budget
- October 18 - December 12 Public Hearing & Review of the proposed 2023 Budget
- December 12 Final Budget Hearing & Adoption of the 2023 Budget
- December 13 – 22 County, State, and DOLA submittals for 2023.

The following are the major changes proposed for Administration and Operational expenses for the Fiscal Year 2023.

- o **Object 5000-5052 – Utilities:** There will be a 20.18% increase overall in 2023 due to normal utility company increases, bringing fiber internet into three of the District's facilities, and adding another property to the utility list. The biggest fluctuations come with Telecommunications and Trash Services right now.
- o **Object 5110-5111 – Membership and Dues:** Membership, dues, and fees have increased by 9% in 2023 as agencies and associations have raised their dues or membership fees in the last two years. Staff continues to prioritize and submit proper reasoning and logic to belonging or participating as members to these local, regional, state, and national agencies. The amount of information, networking, and education in return is worth the overall incurred cost. Fees have remained the same and have only seen a slight cost increase to the toll road utilization of the District's ambulances.
- o **Object 5150 – Administrative Maintenance:** Normal annual maintenance items proposed for the Administrative Building. This object had a marginal increase for 2023 due to priority items needing to be addressed next year.
- o **Object 5151-5154 – Fire Stations Maintenance:** Normal annual maintenance items are proposed for the District's four (4) Fire Stations and now WCR 11 Property. The station crews have completed a thorough review of their budgets for 2023 and propose increasing their budgets by approximately 20% across-the-board. This is due to Administration lifting the budget constraint and also allowing the Station Officers to address projects that have been put on hold the last two years due to budget cuts.
- o **Object 5160 – Elections:** The District may have to conduct an election in May of 2023. It will be a mail-in ballot election. The cost will be \$92,150, which includes printing of ballots, postage, and DEO services. The District will have a new Designated Election Official and election services provider in 2023.
- o **Object 5170 - 5180 – Notifications and Printing:** The biggest portion this increase is the District hiring an illustrator to provide the District illustrations of the four (4) fire stations, the District's apparatus and documenting District's personnel and achievements through illustration. This is new in 2023 and Staff will be collaborating with the artist to see how things go for the future. There will be a 40% increase in these annual object numbers due to inflation and normal cost increase for publications and printing cost of forms for the District.
- o **Object 5300 – Lease & Service Agreements:** This object will see a 14% increase in 2023 due to bringing on a couple of new service agreement and also a decent contingency for any new agreements that

may be needed as the District continues to grow all other normal inflation cost from the District's other lease and service agreements

- o **Object 5311 – Property & Liability Insurance:** There were changes added to the District's P&L Insurance in 2023 once a full assessment was conducted. Due to the increase in building materials all property values were increased by almost 7% to provide proper coverage. The District also added another of the WCR 11 property, which now has property and liability insurance on it. This object number will see a 12% increase for 2023.
- o **Objects 5330-5333 – Legal Fees:** Property and employment will remain at a conservative level in 2023. Contingency is built into the legal fees, but we are still seeing a notable change effecting the District from legislative changes and the potential for collective bargaining cost. For this reason, there has been a \$9,050 increase in this object for 2023 or a 11% increase.
- o **Object 5340 Fire Engineering Fees:** This object will have a contingency amount provided due to high hazard plan reviews required by the Fire District for 2023 of \$15,000.
- o **Object 5350 – Ambulance Billing Service:** New third-party billing company beginning in 2023 and due to over a 24% increase in emergency calls for service drove this object up by 11% cost increase for 2023. Staff believes this number could be significantly lower in 2023 with the new billing company, however, the District needs to remain conservative at this time.
- o **Object 5355 – Accreditation Services:** In order to prepare the District for future accreditation, it is important to make this a priority within the budget. The biggest focus in 2023 will be training classes and books slated to be facilitated by the Center of Public Safety Excellence (CPSE). This object number will see a slight increase of \$2,300 in 2023.
- o **Object 5360 – Treasurer's Fees:** These fees directly correlate with property tax revenue slated for the District to collect.
- o **Object 5370 – Auditor:** Budget was increased for 2023 by \$200 as reflected in the Board approved Audit Engagement Proposal in July of 2022.
- o **Object 5380 – Abatement:** Abatement numbers continue to fluctuate and directly come out of the funding received by the County. This is an object number that will be eliminated in future budgets due to the data never being accurate, and the actual abatements range from the tens of thousands to half a million dollars each year. Too volatile and inaccurate to budget and is directly tied to receivables and not expenditure. The year 2023 will be the last year this is a line item in the budget and roll off the BUD in 2024.
- o **Object 5390 – Employee Recruitment and Retention:** Due to the fee cost of health care, personnel physicals, and inflation of cost, this object number will see a 2.33% increase in 2023.
- o **Object 5510 – IT Computer Incidentals:** There is a slight increase in this object for 2023 for tools and incidentals needed by the in-house IT Specialist. This line item will see a \$510 increase.

- o **Object 5511 – Software Programs and Support:** This object increased in 2023 due to bringing on new software programs to assist with employee performance tracking and accreditation services. There was a 25% increase for 2023.
- o **Object 5512 – Cyber Security:** This is a new object number for 2023. Most insurance companies and software companies are requesting how much per year is allocated by the District to assist with Cyber Security; these number were pulled from other object numbers to form a new one in 2023. The District has allocated \$33,033 towards cyber security in 2023.
- o **Object 5520 – Communications Equipment:** No increase for this object in 2023 as Staff is currently in maintenance status only.
- o **Object 5540 – Uniforms:** The District continues to provide an exceptional uniform package to personnel. Increases here are normal manufacture increases of 5% to 7% per year, however, the District was able to cut cost and increased this line item by only 3.6% in 2023.
- o **Object 5542 – Personnel Protective Equipment and Clothing (PPE):** The District continues to provide an exceptional Personal Protective Equipment (PPE) package to its personnel. Increases here are normal manufacture increases of 5% -7% per year. With the last two years only being at status quo it is time to start replacement schedule of items purchased five years ago or older. This line item was doubled in 2023 due to needing to schedule replacement, lead time to obtain orders for 2023 and 2024, and the budget line item having seen over 68% decrease over the last two years due to budget cuts.
- o **Object 5550 – Specialized Equipment:** Cost increased in 2023 due to equipment expiring or needing replaced in 2023 or early 2024. The District also had more non-depreciable items provided within the specialized equipment line item than normal that did not fit the description of capital items.
- o **Object 5600 – Office Supplies:** This object has seen about a \$2,100 increase for 2023 due to new positions into administration and normal inflation cost on everyday office items.
- o **Object 5700 – District Expendables – Station Supplies:** Increase of 1.5% due to normal increases in expendables and supplies for the fire stations and administration.
- o **Object 5730 – Emergency Medical Supplies:** Medical supplies are seeing a larger increase in cost and availability and is forecasted to be worse in 2023, along with an increase of emergency medical calls. This object number will see a \$4,720 (6.7%) increase for 2023.
- o **Object 5740 – Food & Meeting Expenses:** In 2023 this was increased due to the amount of training, business meetings, and community outreach events being hosted by the District in the upcoming year and to include inflation of food and catering cost. This amount was increased by \$1,995 for 2023.
- o **Object 5800 – Training & Certifications:** Ongoing maintaining of the District’s training programs are essential. Staff continues to find ways to streamline and utilize current methods to provide a cost savings where possible. With over 850 certifications to be maintained and new procedures and technology facing

the profession, there was a significant increase in this object for 2023. The District is also bringing in national speakers and courses to the area to help the District's personnel and others within the region in 2023.

o **Object 5830 – Travel and Subsistence**

Travel and subsistence go hand-in-hand with this object number as well. It reflects the travel cost and subsistence cost for the training courses and certifications outlined by the Training Division to meet the minimum standards set forth by Executive Staff and the District's training abilities and vision.

- o **Object 5803 – Education Reimbursement:** Each July as part of the Budget preparation for the upcoming year, the District requires personnel that will be seeking higher education reimbursement to submit a request. Fifteen employees requested education reimbursement for 2023 and two (2) EMT/Firefighters budgeted to attend paramedic school, for a total cost of \$71,500 in 2023. Each year the total amount of this budget is not spent due to life changes and personnel not being able to meet their personal goals; however, the District still supports all individuals in this endeavor.
- o **Object 5810/5811 –** As part of ongoing community outreach and overall community risk reduction to the community, these objects have increased in 2023. With the amount of community events and opportunities to be in the public since the pandemic, Staff wants to be able to respond where needed or requested.
- o **Object 5840 – Board of Director Donations:** Board of Directors Donations was left at \$2,000 for 2023.
- Monies must stay within the District and benefit the children and/or families that live within the District.
 - A maximum of \$500 for group events and \$100 for individual requests.
- o **Objects 5900-5940 – Equipment and Fleet Maintenance:** Items were decreased, and others were increased due to the numerous issues with older fleet and equipment. With the Full-Time Mechanic starting in 2023, Staff wanted to make sure they had enough funds to complete a thorough assessment on all fleet maintenance and repair what could be needed or required. Staff will collaborate with the new mechanic in 2023 to adjust the budget as needed moving forward.
- o **Object 5950 – Fuel:** Fuel costs were increased for 2023 due to inflation, increase in the number of service calls, and the overall unknown political climate for 2023. This is truly a wild guess on making sure the District is covered with the uncertainty of fuel cost affecting the District on so many levels.

➤ **2022 Reserve Fund, Capital & Bond Expenses**

The District's reserves are established for two (2) main purposes:

1. To provide for emergency funding of unanticipated expenses resulting from natural or manmade emergencies, unanticipated revenue shortages, additional expenses not anticipated with approved projects.
2. To provide for capital improvement along life-cycle replacement or additions of fleet, capital equipment, and facilities purchasing to also be included within the District's depreciation schedule.

- o **Unassigned Reserves** – This balance is in a ColoTrust Plus+ Account. It exists to provide a holding account to maximize interest revenues for monthly collections of surplus revenues over expenses and to fund General Fund expenses in periods of excess monthly expenses over collected revenues. It is also used to fund specific General Fund Expenses that are considered extraordinary, sporadic, or temporary in nature so as not to interrupt funding for reoccurring General Fund programs and projects. The unassigned reserves float from the District’s investments to checking is \$3,039,852. Staff strives to keep a minimum of \$1,250,000 in this unassigned capacity year-to-year to cover District liabilities from fiscal year to fiscal year many times during low property tax disbursements from Weld County. Currently Staff is planning a 2023 year-end balance total to be \$1,666,922.
- o **Capital Equipment** – The Capital Equipment balance is in a ColoTrust Plus+ account. This account is in place to cover estimated replacement costs of fleet and capital equipment assets at the end of their projected life cycle or additions to meet the mission of the District. This schedule is adjusted annually for projected inflationary increases and now lead times for certain orders. Therefore, a fire engine purchased in the current year with the same equipment and capabilities will have a higher annual investment amount than an engine purchased four years ago. The associated cost in 2023 required from this account and the General Fund for capital equipment is \$826,090, with a balance of \$3,464,486 at the end of 2022. Currently we are planning a 2023 year-end balance to be \$3,524,880.
- o **Capital Facilities** – The Capital Facilities balance is in a ColoTrust Plus+ account. For 2023, Executive Staff has budgeted to address facility or grounds in need of major repair or replacement. Also, each year any needed maintenance or smaller remodel projects at existing facilities are budgeted out of this account. The associated cost in 2023 required from this account and the General Fund for capital facilities is \$119,500, with a balance of \$4,798,425 at the end of 2022. Currently Staff is planning a 2023 year-end balance total of \$4,882,073.
- o **Operating Contingency Reserve** - This reserve was established as a ColoTrust Plus+ account to allow for funding flexibility during short periods of economic downturns and to provide for funding of unforeseen expenses that occur during a budget year. The District targets to retain 25% of its operating budget, not including the capital facilities, capital equipment, or debt service funds (GO Loan 2022). This is accomplished through two (2) reserves; the restricted Emergency Contingency (TABOR) reserve and the restricted Operating Contingency reserve. Each year the District has added surplus revenue to this account which has increased the funding level above the 25% target. The projected 2022 year-end balance of this reserve will be \$3,069,443. The 2023 year-end balance is estimated to be approximately \$3,122,950 (28%).
- o **Capital Purchases & Projects for 20223**
The following are the major Capital Asset Projects proposed for 2023 that are requested for approval in the comprehensive Budget:
 - **EMS Equipment:** The District will be receiving a new ambulance in 2023 which will require outfitting with a new Stryker pram with loading system, stair chair, Lifepak 15 heart monitor and LUCAS CPR device. The projected cost is \$126,500.

- **Radio Equipment:** Lifecycle replacement and additions of portable and mobile radios for new apparatus is projected to be \$34,300.
 - **Rescue Equipment:** The District will continue its multiple year replacement of the fifteen plus years extrication equipment on all apparatus. The District is also needs to replace some outdated and failing parts within the Trench Rescue trailer, along with obtaining a new portable trench box to help personnel remain safe while working in trenches with hot soil. With the new water treatment plant, along with expansion of the Agilent Pharmaceuticals, the District needs to purchase a confined space rescue kit for its personnel. At this time, the District is lacking in the ability to manage any complex confined space rescue incident. With this new kit, the District's technicians will have the equipment available to them to manage these low-frequency – high-risk incidents. The total capital rescue equipment project for 2023 is \$88,270.
- **Administration/Station Furnishings:** The District is scheduled to complete an office furniture replacement schedule in 2023. This will be the furnishings to go along with the Administrative remodel in 2023-2024 as well. In order to allow more ergonomic and health options for administrative staff, the District is moving to stand and sit desk options for all. The entire cost to update Administration and station equipment is \$96,100.
- **Computer Hardware and Equipment:** The District will continue to follow the lifecycle replacement schedule in 2023. All of these units have reached their 5+ years lifecycle replacement schedule and are no longer covered under any warranties. This also includes a new server with a tape back-up system. The District's Specialist IT has recommended having an additional back-up system in order to provide a contingency for backing up all of the District's data. The budget cost associated with this project is \$118,620.
- **Staff Vehicles:** The District will add two (2) new staff vehicles in 2023. One will be for the new full-time mechanic, which will be a vehicle with the ability to haul tools, generator, air compressor and a crane to assist with heavier fleet items. The other vehicle will be smaller SUV for the Public Information Officer in 2023. This project is projected to cost \$200,000.
- **Apparatus Purchase - Fleet:** The replacement of the Tower (3417) will continue into 2023 and should be finished around September 2023. Rescue (3452) met its life-cycle replacement in 2021. The District will be purchasing a rescue/engine to replace 3452 so that the apparatus is multi-missional and not one mission driven for the District. The District is also adding another Type VI Engine to the fleet in order to provide protection to the District while the other Type VI is out on deployment or mutual aid within the State. The projected cost for these large apparatus in 2023 is \$1,687,500 and will more than likely flow between the 2023 and 2024 budget years just as the new ladder truck did in 2022 and 2023.
- **Facility and Grounds Repairs:** Station 1 and Station 3 are experiencing failure in their outdoor drainage systems and parking lots. In order to reduce the District's liability and alleviate future injury, these repairs have been slated for 2023. The budgeted cost associated with these projects is \$40,000.

- **Station 1 and Station 3 Renovation/Remodel Project:** Staff will continue to replace the 15 plus year HVAC units within the fire stations. Station 3 will have its final unit replaced in 2023. Bay heaters will be replaced at Station 2. The Access Control System to all District facilities is outdated and causing issues on a regular basis; the current system is no longer supported, and Staff is unable to find parts. Having a new system implemented in 2023 will allow better security and more digital options for changing security levels. The floor at Station 4 is in poor shape and was never completed as needed during the 2018 construction of the station. The District is planning to have the living quarters of the station's floor ground down and resealed properly for minimal maintenance and long-term wear. The budget cost associated with these projects is \$79,500.
- **Station 5 Construction Project and Administrative Remodel:** As the District continues to grow, the District will need to continue the building process of Station 5 within the next two (2) years to meet current community needs, response times and ISO. In order to meet this future service need, the District will be obtaining surveys, engineer reports, and architectural design documents, and will begin construction in the Spring of 2023 and anticipates the project be completed in the Spring of 2024. The intent is to fund the first nine (9) months of this project in 2023 and rollover the finalization of the project in 2024. The District is planning the remodel of the west side of the Administrative building to add additional offices, restrooms, breakroom, conference room, and state of the art training room to meet the growing needs of the District. This project is slated to begin in the fall of 2023 and to be completed in the Spring of 2024, as well. The budgeted amount for these two projects in 2023 is \$9,960,000, with additional expenditures in the 2024 budget.

o **GO Loan Expenses- General Obligation Loan (Series 2022)**

- The District is slated to begin paying the voter authorized General Obligation (GO) Loan (Series 2022) in 2023, with one (1) interest payment and one (1) principal payment. The total of the payments will be \$1,396,790.
 - The GO Loan mill levy will be established as 1.493 in 2023 to meet the District's payment and interest debt services obligations of \$19,873,012. This is a 1.024 increase in debt service from 2022 to 2023.
 - The interest earned on the GO Loan funds will be tracked. Interest will continue to fluctuate. The District anticipates that the accrued interest will be transferred to the General Fund in the last quarter of 2023 for payment on the principle or allowed to compound in ColoTrust to assist with future payments.
- o **2023 Fee Schedule:** In addition to tax revenue, which accounts for approximately 90% of the District's revenue, the District receives revenue from 2023 Fee Schedules, which establish fees for records release, ambulance transports and code enforcement activities. Staff continues to evaluate the overall costs of these programs to recover as much of those costs through user fees as possible.
- The Stand-by Fee for EMS Services remains the same for 2023. The fees were last adjusted in 2018 to reflect the FEMA rate of personnel and equipment. This fee establishes the hourly rate and equipment rates to provide a dedicated crew to special events.

- Planning Section Staff is recommending an increase to the Code Enforcement Fee Schedule. Assistant Chief Iacino conducts regular analysis of the actual costs related to code enforcement activities, as well as how the District's fees compare to other fire agencies along the Northern Front Range to ensure the District remains competitive and not a detractor to residential and commercial development. Recently agencies have gone to the International Code Council Building Valuation Data formula for permit fee multiplier. This provides the District a degree of precision in establishing permit and plan review fees so as to fund all code compliance activities provided by the District. This new fee structure will follow the recommendations from the 2021 International Building Code (IBC) and the International Code Council (ICC). Staff will evaluate this fee schedule on an ongoing basis in 2023 to ensure it is meeting the District's and community's needs.
- The Operations and Finance Sections are recommending an increase to the Ambulance Fee Schedule for 2023. Assistant Chief Prunk conducted a transport cost survey of the Northern Area of Colorado. The State is also increasing the Medicaid reimbursement cost for those within the State utilizing Medicaid. Staff will have a complete update on the annual increase for 2023 Ambulance Services, if any, at the November Board meeting.

○ **Personnel Expenses**

The 2023 Budget administrative program workbooks are included within Drop Box and the individual draft 2023 Budget Folder for your review.

● **2023 Staffing Plan Additions and Promotions**

For 2023, Staff is proposing an increase of two (2) administrative positions -- a Fleet Manager/Mechanic and a Community Risk Reduction Specialist. Staff is also requesting the addition of a minimum of four (4) firefighter/emergency medical technicians or paramedics for 2023. The District will also fill any positions left vacant through normal attrition. The District plans to apply for the Staffing for Adequate Fire and Emergency Response (SAFER) grant again in late 2022 or early 2023 to help subsidize these positions.

The District will also promote twelve (12) new Engineers in January 2023. This is the first time the District has provided the rank of Engineer within the line staff. This will allow the District to have full-time trained Engineers operating the District's specialized apparatus. The District will also promote the current Human Resource Specialist to Human Resource Manager, with all of the additional responsibilities that come with the title. The current Community Outreach Specialist/Public Information Officer will be promoted to Management Analyst/Public Information Office, which will include the tracking of the District's data analytics, accreditation, and marketing strategies.

● **2023 Salary Plan**

The District is able to fund the salary structure as indicated for January of 2023 as presented to the Board in August of 2022. Market adjustments were made to keep staff within the 90th percentile of the District's competition, which also includes a minimum of a 6% COLA for all positions. The pay ranges now have five (5) grades built into the salary structure. Personnel must continue to complete the requirements necessary in each step within the calendar year in order to move up within the salary

structure each January. This will continue to assist the District in remaining competitive with neighboring agencies and provide fully trained and educated individuals within five (5) years of hiring within the District who will be topped out within their rank or class. To implement the salary structure as agreed upon in August of 2022 the approximate increase in salaries within the new 2023 salary structure is \$1,342,803, which includes changes since 2020, such as cost of living adjustments (COLA), market adjustments (90th Percentile), new positions created for line and administrative staff, and internal promotions.

○ **2023 Employee Benefits**

The District's Benefits Committee has met over the past few months to develop the Wellness and Health Benefits programs for 2023 along with the District's new benefit broker, Public Safety Healthcare Group (PSHCG). With the new broker, Staff will receive 2023 cost for service in late July, rather than in mid-October as in years past. Chief Young and the Benefits Committee feel they have provided a comprehensive and competitive benefits package for all employees of the District in 2023.

○ **2023 Health & Insurance Benefits**

The following is a summary of the proposed changes from the current benefit period:

- **Medical Insurance Plans:** The new medical insurance provided to employees in 2023 will be through United Healthcare. The District is still offering three (3) different health plans for employees to choose from. Two (2) of the plans offer competitive copays and deductibles and the other plan is the health savings account (HSA) plan. The District also offers dependent coverage supplemental to all employees to utilize towards their plans. For the two plans not associated with has, the District will provide \$400 per month in 2023 for dependent coverage. For the HSA plan, the District will provide \$250 for dependent coverage, plus the \$320 per month HSA contribution. These competitive and market changes to employee health insurance plans for 2023 equates to an approximate \$451,397 increase in health insurance for the District's employees and their families.
- **Dental Insurance:** The District pays for 100% of the full-time employee premium. The District's new provider will be MetLife Dental Insurance provided by PSHCG. Dependent care, if elected, will be through payroll deduction at 100% the employee's expense. With this new dental plan through MetLife, the District will see an approximate \$450 or 1% annual increase in cost for 2023.
- **Vision Insurance:** The District pays for 100% of the full-time employee premium. The District's new provider will also be MetLife Vision Insurance provided by PSHCG. Dependent care, if elected, will be through payroll deduction at 100% the employee's expense. With this new vision plan through MetLife, the District will see an approximate (\$1,200) or 10% annual decrease in cost for 2023.
- **Term Life Insurance:** The renewal policy represents maintenance of the \$100,000 coverage with an additional of \$100,000 AD&D coverage. In addition, the new policy through Standard offers Voluntary Life, which allows members to add coverage above

the limits the District provides for member and dependents through a payroll deduction. The District pays for 100% of the employee/member only premium for the Term Life and AD&D portions of the policy. There is an approximate \$2,000 annual premium decrease for 2023.

- Long Term Disability: This policy is held by the Fire & Police Pension Association (FPPA). Fire Chief Young is recommending the District take on the total cost of the Long-Term Disability for all eligible personnel up to the 3.2% cost as stated back in 2020. The District has slowly been taking on the full cost between employer and employee since 2020. This benefit will have an approximate \$75,104 annual increase to the District in 2023 allowing an imputed benefit for all of the District's employees within the Long-Term Disability Insurance.
- Short Term Disability: This policy through Standard Insurance fills the gap for off-duty injuries or illnesses once sick leave is exhausted and before an individual's Long-Term Disability is available. This is available to all full-time staff. The District pays 100% of the premium and the benefit ceases after six (6) months per occurrence. This benefit plan will see a \$4,500 annual decrease for 2023.
- Colorado Heart & Circulatory Trust: All uniformed employees are provided with this policy that pays out through an established schedule for work related cardiac illness. The requirement for eligibility is a minimum of five (5) years of service in fire or EMS. The District pays 100% of the premiums for all uniformed members regardless of the five (5) year service requirement and is reimbursed through the State (DOLA) for the premium of all full-time eligible members. With newer personnel now available for the Heart and Cancer Trust, the annual increase in 2023 will be \$1,225.
- Colorado Cancer Trust: All full-time and part-time employees with more than five (5) years of firefighting service are eligible to be part of the Colorado Cancer Trust. This allows firefighters diagnosed with cancer to begin treatment immediately with their personal physician or health care provider without creating a workers' compensation claim. The trust outlines the types of cancer that qualify and creates a quick process to begin paying for necessary care and treatment. The District will see an approximate increase in 2023 of \$2,020 due to newer personnel joining and a slight increase by the Trust.
- FPPA Defined Benefit Pension: This 22-year vested pension is funded by payroll contributions based on 9.5% employer contribution and a 12% employee pre-tax contribution beginning January 1, 2023. An increase to all employers of .5% in 2023 will take place due to legislative changes in 2021. The employer portion of this benefit will increase .5% each year to a maximum of 13% total in 2030. This benefit is provided to all full-time employees. Members of the FPPA Pension do not pay Social Security taxes. With the salary plan increases and the .5% increase to employers in 2022, this will be an approximate \$129,832 increase to the District in 2023.
- Volunteer Pension Fund: The District pays \$10,003 annually and receives an additional State grant of \$9,003 as a contribution to the Volunteer Pension Fund. The Volunteer Pension Board manages this benefit, which provides a \$200/month benefit for a

member and \$100/ month survivor benefit to all retired volunteer firefighters who served a minimum of 20 years with the District. Enrollment into the Volunteer Pension Fund was closed in 2005.

- Employee Assistance Program (EAP): These counseling services are provided for all employees/members and immediate family through Anthem Employee Assistance Programs. This benefit includes four, 1-hour sessions with a licensed counselor per employee household per calendar year. The monthly premium for each employee is paid by the District. There was no increase for this benefit in 2023.
- AFLAC: These are independent injury and sickness policies with the benefit paid directly to the member. This is an employee funded benefit through payroll deduction.
- Peer Support (Building Warriors): This benefit is provided to the District's in-house trained Peer Support Team and supported by Building Warriors, which provides group, individual and couples counseling. They provide consulting and educational service/trainings specifically for firefighters and emergency medical services employees and their families. There has been a slight increase within the counseling sessions for their services in 2023 due to more members utilizing the services provided for mental health and wellness.

o 2023 Budget, Final Presentation and Adoption (December 12th @ 7:00)

- Final narratives and supporting documentation of the 2023 Budget.
- Supporting Resolutions for the 2023 Budget.
- Final Assessed Value Certification(s) by Weld County.
- Any modifications to other sections since second reading of the draft 2023 Budget will be provided.
- Final approval, filings, and appropriation of the 2023 Budget.

DISCUSSION & ACTION ITEMS – FIRE CHIEF

- o Staff is currently working with legal counsel and the Town of Firestone on the Emergency Services Agreement. Staff plans to have this ready for Board review and approval at the November 14, 2022, meeting.

The next meeting is Monday, November 14, 2022, at 7:00 p.m. The first scheduled public hearing on the draft 2023 Budget will be held at this meeting. The budget will be available for the public to review as posted in two (2) local newspapers and the District's website between October 10th and December 12th.

OLD BUSINESS

None.

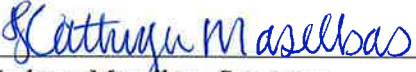
NEW BUSINESS

No actions items required by the Board of Directors on October 17, 2022.

ADJOURNMENT

With no further business before the Board, Vice President Jurgena moved to adjourn the meeting. The motion was seconded by Assistant Secretary Stout. The motion passed unanimously.

The meeting was adjourned at 8:29 p.m.



Kathryn Maselbas, Secretary