



## Wellington Fire Protection District REGULAR BOARD MEETING MINUTES

The **Regular Board Meeting** of the Wellington Fire Protection District was called to order immediately following the Pension Board Meeting that begins at 4:30 PM. The meeting was held at **Station 16** located at 8130 3<sup>rd</sup> St, Wellington, CO 80549 on **September 8, 2021**.

### Roll Call

*DIRECTORS PRESENT: DIRECTOR PETTIT, DIRECTOR REED, DIRECTOR PIERSON, DIRECTOR STORY*

*DIRECTOR SARNO WAS ABSENT*

*M/S REED/PETTIT to EXCUSE DIRECTOR SARNOS ABSENSE. Voice votes unanimous; motion PASSED.*

**Additions/Deletions to the Agenda** - None

**Conflicts of Interest** - None

**Open for Public Comment**- *none*

### Guests or Presentations

- **AP / Oz RFQ 2021-02 Presentation** Started at approximately 4:30 PM
- **Audit Presentation** Started at approximately 5:15 PM
- **Elder Presentation FQ 2021-02** Started at approximately 6:00 PM

### Correspondence

- County Assessor Valuation

### Consent Agenda

- Regular Board Meeting Minutes for August 2021
- Paid Bills and Reference Check Register
- Year-to-Date Budget
- Balance sheet

*M/S STORY/PIERSON to APPROVE the Consent Agenda. Voice Vote unanimous; MOTION PASSED.*

**Chief's Report** - *none*

### District Business

#### 1. Interim Fire Chief Discussion (2:31:00)

Update provided on the Interim Fire Chief job posting. DIRECTOR STORY notified the Board that Tom DeMint former PFA Fire Chief has showed interest and would like to be a guest at



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the next Board Meeting. Current cutoff for applicant interim date is noon September 15<sup>th</sup>.

Discussion by the Board regarding the process and status of application(s) collected.

*M/S PETTIT/PIERSON to schedule a Special Meeting at Station 16 (5:30 PM, September 16<sup>th</sup> or 17<sup>th</sup>) with the intent of discussing the interim fire chief position. Voice Vote unanimous; MOTION PASSED.*

### 2. Employee Handbook

A majority of changes to the handbook have been relative to employee benefits like PTO and vacation time. A side-by-side comparison was provided to the Board for review. Employers Council reviewed and provided comment and suggested updates to the draft provided in the packet. DIRECTOR REED requested definitions of Exempt vs. Non- Exempt be added. The Board discussed the recent changes and sequencing of prior adoption.

*M/S PIERSON/REED to TABLE the Employee Handbook Discussion to the October Regular Board meeting. Voice Vote unanimous; MOTION PASSED.*

### 3. Patterson Amendment

Seller requested an extension to the closing date and a change to the name of the Seller.

*M/S PETTIT/STORY to APPROVE the FIRST AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING REGARDING IN-KIND CONTRIBUTION OF LAND OFFSETTING FIRE IMPACT FEES. Voice Vote unanimous; MOTION PASSED.*

### 4. Fee Waiver IGA – Town of Wellington

The Town of Wellington approved the District's attorney approved Fee Waiver IGA presented in previous meetings.

*M/S REED/PIERSON to APPROVE the INTERGOVERNMENTAL AGREEMENT FOR WAIVER OF FEES ASSESSED BY THE TOWN OF WELLINGTON AND WAIVER OF FEES ASSESSED BY THE WELLINGTON FIRE PROTECTION DISTRICT. Voice Vote unanimous; MOTION PASSED.*

### 5. Bunker Gear Discussion

*Former Fire Chief Gary Green asked to purchase his bunker gear, helmet, and badge from the District. The District does not currently have a policy that specifically addresses the situation.*



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Discussion from the Board and Staff included:

- *Useful life is about 10 years - Chief Dority*
- *Gear requested was issued in 2015 – Lt. Evans*
- *Old gear is of value for academies - Chief Dority*
- *Difficult to depreciate – Chief Dority*
- *Current inventory – Chief Dority*
- *Cost of badge – K.Townsend*
- *Tradition, precedent, and accountability – Capt. Pettit*
- *Retiring benefit – Director Pettit*
- *District branding to be removed – Director Reed*
- *Staff to develop a policy for future in Employee Handbook- Director Reed*

*M/S PIERSON/PETTIT – the District DONATE the gear, helmet, and badge to Chief Green for his years of service. Roll Call; Yes, Director Reed, Director Pierson, Director Pettit. Director Story ABSTAINED. 3-2; MOTION PASSED.*

### 6. RFQ2021-02 Station Design and Construction

Staff is looking for the Board select the firms to move forward for the RFQ2021-02 Station Design and Construction. The Board considered amending their original motion after a brief discussion about the federal appropriation consideration.

*M/S REED/PETTIT to TABLE the RFQ2021-02 Station Design and Construction decision until after the budget is approved (MOTION AMENDED) future Special Meeting in September. Voice Vote unanimous; MOTION PASSED.*

### Other

*A.MACDONALD requested the Board reconsider making changes and pause training and development programs for staff until after the Interim Fire Chief is onboarded.*

- *Cancelled the program due to budget concerns - DIRETOR REED*
- *Programs have cost the District about 20k - K.TOWNSEND*
- *Provided the value of the programs and their benefits - R. GONZALES*
- *Discussed chain of command - DIRECTOR STORY*
- *Decisions should be made by the Board as a whole – DIRECTOR STORY*
- *Chief Nathe requested the program be cancelled, and Director Reed approved – K. TOWNSEND*
- *Clarification Peer Support vs. Pulp Coaching – CHIEF DORITY*



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- *Pending clarification on the cost and the commitment to the program – CHIEF DORTITY*
- *Should be considered temporality – DIRECTOR PETTIT*
- *Chief Nathe cancelled the program due to funding and inability to get staff together – K. TOWNSEND*

*DIRECTOR REED suggested to provide better transparency to staff, the Board pause the program or use it on a limited basis until an Interim Fire Chief is onboarded to assist.*

*Chief Dority shared budget concerns regarding unscheduled overtime due to people taking time off and challenges with backfilling. The Board supported the Battalion Chiefs decision to not present offer letters for candidates in current hiring processes.*

*K.Townsend confirmed with the Board they would like to see options for Employee Health Benefits at the next Regular Board Meeting. DIRECTOR PIERSON asked K.Townsend to distribute a survey internally to staff.*

M/S PETTIT/PIERSON TO Adjourn Meeting @ 8:35 PM