



# WINDSOR SEVERANCE FIRE RESCUE

100 N. 7<sup>th</sup> Street • Windsor • Colorado • 80550  
970-686-2626

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## REGULAR BOARD MEETING

100 N 7<sup>th</sup> St

Wednesday, November 13, 2024 / Immediately Following Pension Meeting

### MEETING MINUTES

#### I. CALL TO ORDER

- a. Pledge of Allegiance

#### II. ROLL CALL

Board Directors Rosen, Medhurst, Hansen, Lutz, and Hyland. Fire Chief Angermuller, Deputy Chief Jaques, Battalion Chief Vess, Chief Friedrichsen, Deputy Chief of Administration Jeff Dykstra, Financial Director Gabe Buldra, HR Manager Emily Pearson, Logistics Manager Travis Chapman, Cierra Will, and members of the public were present at the meeting.

#### III. APPROVAL OF AGENDA

The board discussed changing the order of events so that the UCHealth Report item occurs after the Consent Agenda item on a continuous basis from this meeting forth.

Director Lutz submits a motion to approve the agenda as amended, Director Hansen seconds, all "Aye". Approved.

#### IV. REGULAR BOARD MEETING

- a. Public Forum:

- i. Public Comments

*This portion of the meeting is provided to allow the public to present comments or concerns not listed/related on the agenda. The public may speak on any agenda item during the meeting at the onset of the agenda item. The public comment period will be limited to three (3) minutes. Respectful communication is welcomed; outbursts, interruptions, and personal attacks will not be tolerated. Interaction with the Board of Directors is inappropriate. If further discussion is needed, the topic or concern may be placed on a future agenda.*

Public Comments – None

- b. Consent Agenda – Discussion/Possible Actions:

*The Consent Agenda is intended to allow the Board to spend its time and energy on the important items on a length agenda. Administration recommends approval of the Consent Agenda. Anyone may request an item on this agenda to be "pulled" off the Consent Agenda and considered separately. Agenda items pulled from the Consent Agenda will be considered separately under Pulled Consent Items. Items remaining on the Consent*



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*Agenda will be approved by the Board with one vote. The Consent Agenda consists of items of no perceived controversy and routine administrative actions.*

- i. October 9, 2024, Regular Meeting Minutes
- ii. WSFR 2025 Regular Board of Directors Meeting Schedule

Director Lutz submits a motion to approve the Consent Agenda, Director Rosen seconds, all “Aye”. Approved.

c. UCHealth Response Report

Kevin Waters with UCHealth presented the response report. Changes with the Weld County CAD along with ongoing work from UCHealth on the response program has created new ways to analyze the response data in ways that were not available before. Some of the new information includes when and why ambulances were canceled from a response. Between February 2023 and October 2024 data, there has been an increase in call volume, which has resulted in an increase in response time. UCHealth has changed the dynamic model algorithm so that the first 3 ambulances are automatically positioned throughout the response district, but the 4<sup>th</sup> ambulance is consistently stationed in Windsor. With the new reporting system and the changes to the algorithm, UCHealth is now seeing 93% compliance with the contracted standards. Director Lutz conceded that the data has proven that the benchmarks set in the original contract were unachievable, but she appreciates that more consideration has been given to WSFR to provide the best care available to our community. Director Lutz asked if the changes made to increase care for Windsor have been detrimental to neighboring districts. Kevin responded that the data hasn't been run in quite the same way for the neighboring districts and more data is needed, but he believes that performance appears to be consistent with previous months. Kevin also noted that data is analyzed every 6 months to determine trends and create shift schedules. Based on the current cycle of data, he believes that new efficiencies will be realized. Director Rosen thanked Kevin and UCHealth for working with the fire district to create more reasonable goals and expressed excitement for the future. Director Lutz stated that the end goal is to reduce response times and create better service. The board discussed the need to have Kevin at subsequent meetings to present the report. They decided that they would like to have Kevin available for the report for at least the first quarter to continue to monitor UCHealth's performance.

d. Financial Report and Updates



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- i. Discussion/Possible Action: WSFR Calculated Contribution Payment to Volunteer Pension Fund

Director Rosen submits a motion to approve the contribution payment of \$84,010 to the Volunteer Pension Fund, Director Medhurst seconds. All “aye”. Approved.

- ii. Discussion/Possible Action: Approval of October 2024 Monthly Financial Report/Bill Ratification

Financial Director Gabe Buldra recapped key points for October: Total Revenue for October was \$476,225 which is \$198,945 over budget; Tax Levy Revenue for October was \$68,354, which is \$14,654 under budget, driven by under collection of property taxes for the month; Non-Tax Levy Revenue for October is \$407,870, which is \$213,598 over budget, driven by Plan Review & Inspections; Total Expenses for October were \$1,274,602, which is \$70,836 under budget; Vehicles & Equipment under budget by \$26,065, driven by less than budgeted expenses; Total Revenue Year-to-Date is \$22,452,676, which is over budget by \$1,404,019; Total Expenses Year-to-Date is \$11,122,843, which is \$817,472 under budget; Total Cash is \$27,812,620, which is \$8,370,937 more than this time last year. Expenses: Personnel was at 81%, Operations at 10%, and Managerial at 9%; currently at 51% of budget through October with 49% remaining.

Mike Warne provided an update on the investments. Interest rates have come up and now yields are the same between 1 and 5 years. The 2023 total return was 4.46%. The 2024 YTD ROI performance is currently 4.15%.

Director Lutz submits a motion to approve the October 2024 Monthly Financial Report/Bill Ratification, Director Medhurst seconds, all “Aye”. Approved.

- iii. Information: 2025 Budget Presentation

Gabe provided an update on the draft budget. The budget is mostly in place, with the exception of the Worker’s Comp number which is still pending. The board discussed the changes to the pay plan and confirmed that the adjustments adhere to the new pay philosophy that was established by the board in 2024. A final draft will be presented for the public hearing and ratification at the December Board meeting.



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### e. District Update

#### i. Reports

##### 1. WSFR Monthly Response Report

Chief Jaques presented the monthly response report. The overall YTD shows responses within normal trends.

##### 2. WSFR Division Reports

Training: A 3-day mutual aid training was completed with several other departments and was largely successful. The Mayday training module is currently going on in partnership with Greeley and Front Range Fire Rescue.

#### ii. Personnel

An offer was extended to a candidate on the lateral hire list. They are currently going through pre-hire activities and will start in January pending completion of those tasks.

Division Chief Friedrichsen received an award for her service as secretary to FMAC.

Deputy Chief Jaques and Chief Friedrichsen both presented at the Leadership Conference and provided great representation for the department.

#### iii. WSFR Activities and Events

##### 1. Quarterly Pinning Ceremony, Tuesday, November 12, Station 1, 6:00pm

Two new Engineers were pinned at last night's ceremony.

##### 2. Santa Tour: December TBD

There will not be a Santa Tour this year. WSFR will be present at Hoedown Hill with the Weld County Elves hosting a toy drive. WSFR will have a crew at the town Winter Wonderland event on Dec. 7th. There will also be a crew present in Severance on Dec. 14 with fireworks.

##### 3. WSFR Annual Appreciation Dinner, Friday, January 31, 5pm at Embassy Suites

#### iv. Facilities & Apparatus

The 2007 Chevy Silverado was sold on auction for \$16,501.

#### v. Other District Related Matters

A follow-up Strategic Planning session occurred today to refine goals/objectives and create measurable outcomes for those objectives. The final draft should be sent to the editing team by early next week.

### f. Staff Items

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### i. Presentation/Information Only: Training Center Property

Chief Angermuller said that Broe is willing to move forward with parcels on the land should some of it no longer be needed. The land is being split into 5 and 4.58 acre parcels. The appraisal came back in for the land at \$1,773,000, so it is still a good value. Two different companies, Fransen Pittman and KCI, were brought in to price the project. KCI came in \$400,000 under budget and Fransen Pittman came in \$900,000 over budget. These are just estimates and not true proposals for the project. These numbers are just to get the tower built to start training as soon as possible. Once the tower is built, there will be more funding opportunities and adequate space for more training props. Gabe presented the pros/cons of paying cash vs financing the funding for the project. He recommended being more cautious in the approach due to the current unknowns in legislation and oil/gas revenue in the future.

Chief Angermuller discussed the different types of training systems. The two most common are Conex boxes vs. a structured tower. He stated that a structured tower is better for long-term value because it will last longer and require less maintenance.

Chief Dykstra reiterated that the estimates are just meant to give a potential range for the cost and that variables may change when the RFP goes out to contractors for bid.

Director Hansen asked if the training center is a want vs. a need and wants to make sure that the training center is a good use of resources. Chief Angermuller responded that the Training Center is a need to make sure that crews are properly trained and capable of responding to major incidents. Deputy Chief Jaques added that using other outside facilities for training does come at a cost including backfilling crews and paying other organizations to participate in trainings. Additionally, Chief Angermuller noted that a training center would increase community engagement through the addition of engagement camps and other programs that cannot be facilitated currently. Director Hansen asked if 10 acres is really necessary for the training facility. Chief Angermuller said that the land allows for future growth, adaptability, and future partnerships with other districts. Director Medhurst shared his experience with having access to a training center and the flexibility it allows for unscheduled training and how it creates more readiness



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for crews. Director Hansen asked Financial Director, Gabe, if the funds are aligned with this proposal. Gabe said that the funding is currently there, but that there are a lot of unknowns down the road and that it is up to the board to take the information given to them to make decision. Director Rosen noted that having a properly trained crew is important for providing the best response possible to the community. Director Lutz said that it is important to balance the needs of a training ground with the needs for a new fire station and is concerned about the sustainability of that. Chief Angermuller responded that a new fire station will not be built until there is a demonstrated need for it as shown through the data.

Director Hyland says his concern is that the 10 acres is purchased and the future growth doesn't happen as expected, causing the land to decrease in value. Director Hyland stated that he trusts the staff's recommendation and professional opinion on the need for a training center.

Director Lutz spoke about compromising on minimizing "wants" in the budget if the training center is approved. Chief Dykstra supported staff in saying that the Training Center is a need; although, he is concerned with the timing due to the potential of an economic downturn. He stated that right now the ask is just to sign the intent to purchase the property for \$1.5m and that the financial cost would come in steps, where there is an opportunity to put the project on hold if needed.

**ii. Discussion/Possible Action: Letter of Intent for Purchase of Land for Future Training Center**

Director Lutz submits a motion to approve a letter of intent as written to be provided to Broe Development with the condition of a satisfactory soil test for purchasing the land in the industrial park for \$1,500,000, Director Rosen seconds, 4 "Aye". 1 "Opposed". Approved.

**iii. Discussion/Possible Action: Approve Weld County Hazardous Materials Response and Resource Sharing IGA**

Director Lutz submits a motion approving the Weld County Hazardous Materials Response and Resource Sharing IGA, Director Rosen seconds. All "aye". Approved.



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**g.** Board of Directors Items

- i. Reminder of Public Hearing for 2025 Budget on 12/11/24 at 6:00pm

**V. EXECUTIVE SESSION**

- a. Possible Vote to go into Executive Session pursuant to C.R.S. §24-6-402(4)(f), for the discussion of personnel matters of Fire Chief Chris Angermuller – Annual Evaluation.

Director Rosen makes a motion to go into Executive Session pursuant to C.R.S. §24-6-402(4)(f), for the discussion of personnel matters of Fire Chief Chris Angermuller - Annual Evaluation, Director Lutz seconds all “Aye”. Approved.

Board adjourned at 21:38 to go into Executive Session.

**VI. RECONVENE INTO PUBLIC SESSION**

- a. Discussion/Possible Action relating to the personnel matters of Fire Chief Chris Angermuller – Annual Evaluation.

Director Rosen reconvened the open session at 00:06 on 11/14/2024.

Director Rosen submits a motion to amend the WSFR 2025 Budget to include a 5.5% salary increase for Fire Chief Chris Angermuller, Director Medhurst seconds. All “aye”. Approved.

**VII. ADJOURNMENT**

Director Lutz submits a motion to adjourn the November 2024 Regular Board Meeting, Director Rosen seconds. All “aye”. Approved.