

**MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS OF
THE MOUNTAIN VIEW FIRE RESCUE DISTRICT
March 19, 2018
3561 N. Stagecoach Road, Longmont, CO 80504**

I. OPENING OF REGULAR MEETING.

A. Call to Order

The regular meeting of the Board of Directors of the Mountain View Fire Protection District was held at the Administration Building, 3561 N. Stagecoach Road, Longmont, Colorado, on March 19, 2018 and was called to order by President Scott Barcewski at 6:12 PM.

B. Roll Call

The meeting was attended by the following Board members: Scott Barcewski, Chad Christian, Tim Parker, Laura McConnell, and Colleen Whitlow.

Other persons present were: Chief Beebe, Assistant Chief Long, Doug Saba, Tonya Olson, Melissa Meehan, Ben Carter, Abe Searl, Chad Rademacher, Cheryl Melichar, Rick Shearer, and Candy Siderius.

C. Pledge of Allegiance

D. Approval of Agenda

Director Colleen Whitlow moved to approve the agenda, as written. Director Laura McConnell seconded such motion, and it was unanimously approved.

II. PUBLIC/MEMBER PARTICIPATION

Melissa Meehan stated that Mountain View Fire has no organized method or approach to compensating employees. We have hired Employer's Council, (which is in the 2018 budget for \$6,000) to help develop a pay philosophy and a compensation plan based on salary data.

Pay affects how employees feel valued. When we invest time and resources to support that we are paying fairly and competitively, we are sending a message to employees that we value them.

Candy Siderius from Employer's Council presented a power point presentation on Compensation Project Overview.

- Determine pay competitiveness with labor market
- Ensure financial prudence and flexibility-better budgeting process and predictability
- Align reward system with mission and values
- Transparency about our practices and policies-
- Increase employees' understanding of how pay is determined.
- Honest and clear communication about pay is a top predictor of employee satisfaction.
- External and Internal Equity.

- Provide a systematic approach to defining job worth and ensuring fairness and consistency.

III. **CONSENT AGENDA**

A. **January 22, 2018 Meeting Minutes**

B. **February 26, 2018 Meeting Minutes**

Director Laura McConnell moved to approve the January 22, 2018 and the February 27, 2017 regular meeting minutes, as written. Director Tim Parker seconded such motion, and it was unanimously approved.

IV. **ACTION ITEMS**

A. **February 2018 Financial Statements**

Tonya Olson presented the financial statements for February 2018. The District has spent 14% of the General Fund budget and 1% of the Capital Reserve budget at the end of February. After the financial statements for 2017 have been audited and the year is closed, a Statement of Financial Position (or balance sheet) will be included in every Board packet for 2018.

Highlights from the month of January:

- The remaining amount due for the consultants who conducted the Chief search was not billed until February. This expenditure was not planned for in the 2018 Budget and will result in the purchased services expenses being higher than anticipated for the year.
- There are no other significant expenditures to note for February.
A roll call vote was taken.

Director Laura McConnell voted in favor.
Director Chad Christian voted in favor.
Director Colleen Whitlow voted in favor.
Director Tim Parker voted in favor.
President Scott Barcewski voted in favor.

The February 2018 Financial Statements were unanimously approved.

B. Inclusion(s) Hearing

The three (3) hearings will be continued at the April 16, 2018 Board meeting.

C. Set Public Hearing for Inclusions

The Public Hearings shall be set for the April 16, 2016 Board meeting.

Director Colleen Whitlow moved to approve set hearing date. Director Laura McConnell seconded such motion, and it was unanimously approved.

D. Sign Vista Ridge Property Contract

The letter of intent was approved a last month's Board meeting. Cheryl Melichar stated that the purchase price for the property is \$575,000. Nick from New Vision Homes has been communicating with the Town of Erie, and the process should be a smooth transition. Cheryl presented the agreement to the Board of Directors.

Director Tim Parker moved to approve the Vista Ridge Property Contract. Director Colleen Whitlow seconded such motion.

A roll call vote was taken.

Director Laura McConnell voted in favor.
Director Chad Christian voted in favor.
Director Colleen Whitlow voted in favor.
Director Tim Parker voted in favor.
President Scott Barcewski voted in favor.

E. Approval to Apply for the DOLA Grant for the Maintenance Facility

Chief Dave Beebe presented information about the DOLA Grant, which is the application to receive money for the Maintenance Facility. The District is asking for the maximum amount of \$1 Million to help fund the Maintenance Facility. In order to submit the grant application, the District is asking for approval from the Board.

Director Tim Parker moved to approve to submit the DOLA Grant Application. Director Laura McConnell seconded such motion.

A roll call vote was taken.

Director Laura McConnell voted in favor.
Director Chad Christian voted in favor.
Director Colleen Whitlow voted in favor.
Director Tim Parker voted in favor.
President Scott Barcewski voted in favor.

F. Adopt 2018-2020 Strategic Plan

Chief Dave Beebe presented the 2018 – 2020 Strategic Plan.

Director Tim Parker moved to adopt the 2018-2020 Strategic Plan as presented. Director Chad Christian seconded such motion, and it was unanimously approved.

G. 2018 Election Consultant

Chief Dave Beebe stated that Paul Handley from George K. Baum consulting firm recently presented information to the Board.

Chad Christian asked, "How is the District going to pay for the consulting firm?"

Tonya Olson replied, "We budgeted for elections this year, and because we didn't need to hold board elections this year, we will have some extra funds there. We budgeted approximately \$30,000 for mail-in ballots that we can use as well."

Chief Beebe informed the Board that we need direction to hire the consulting firm.

The consulting firm will be hired to write up a 10 year projection plan for the District.

President Scott Barcewski would like to move forward with the consulting firm for the November election.

Director Tim Parker moved to authorize the 2018 Election Consultant agreement with George K Baum and Company. Director Colleen Whitlow seconded such motion.

A roll call vote was taken.

Director Laura McConnell voted in favor.

Director Chad Christian voted in favor.

Director Colleen Whitlow voted in favor.

Director Tim Parker voted in favor.

President Scott Barcewski voted in favor

V. REPORTS

Melissa Meehan Reported:

- We have received three assistant chief applications.
- We have three applicants for the Lateral Fire Medic.
- We have one EMS applicant.
- Working on accreditation, Kronos implementation, and workers comp claims.

Fire Marshal Doug Saba Reported:

The Life Safety Division Has had 45 plan reviews submitted in February. The division has been involved in discussions with SVVSD to discuss the removal of fire pull stations along with surrounding fire AHJ's . The discussion is ongoing with no real decisions made that will affect the operations of the schools or the fire protection systems.

Additional Notes:

- Completed CPR renewals for all MVFRD line & admin staff.
- Rolled out new free non-certification CPR class options as well as cost-based certification options.
- Working with the Town of Erie on a lockbox program for seniors.
- Working with Vista Point Heritage HOA on smoke alarm FAQs for their residents.

Assistant Chief Keith Long reported:

- The Peer Support Team has been instrumental with assistance to Longmont Fire with their recent events.
- The Health and Wellness committee is finalizing policies for scene Decontamination and Cancer Awareness.
- An MCI drill will occur on July 10 in Longmont. This will be a mass causality involving numerous agencies.
- The soft rollout of Target Solutions has occurred. This new training platform will be phased in over the next few months.
- The EMS Officer position has been posted; selection will be made in April.

Chief Dave Beebe Reported:

- We have taken delivery of the two new pumpers. They are being fitted with equipment and will be in service at stations 4 and 8.
- We have posted hiring notices for an Assistant Chief – Operations, Lateral hire paramedic, and EMS officer. Application periods close toward the end of the month.
- Rick Shearer will have a contract for the Vista property for the Board to review and sign at the March Board meeting.
- The DOLA Energy Impact Grant will be submitted prior to April 1, 2018, and I will present it to the Board at the April meeting.

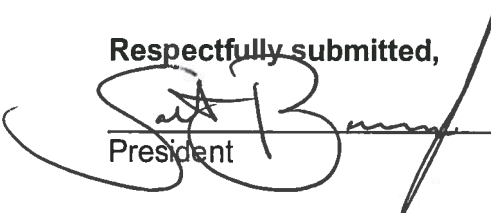
I am writing this report from the CPSE Accreditation Conference. Staff is working diligently to prepare and post all documents for reaccreditation.

VI. EXECUTIVE SESSION


VII. BOARD MEMBER ITEMS
NONE

VIII. ADJOURNMENT

There being no further business to come before the meeting, Director Laura McConnell moved to adjourn. Director Colleen Whitlow seconded such motion, and it was unanimously approved to adjourn the meeting at 8:00 PM.

Respectfully submitted,


President
Date 4/16/18



Secretary
Date 4/16/18