

# Aspen Fire Protection District

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## Board of Directors Work Session December 3, 2018

**Meeting called to order at 1:20 by Karl Adam**

### **Roll Call:**

- Board of Directors: Karl Adam, Stoney Davis, Denis Murray, Dave (Wabs) Walbert, John Ward (left 3:45)
- Absent:
- Staff/Volunteers: Rick Balentine, Parker Lathrop, Jan Schubert, Nikki Lapin
- Public/Others: Karl Hanlon

**Motion by John to move into Executive Session (§24-6-402(4)(f), C.R.S.), pursuant to CEO/Fire Chief Review. Denis Second. All Approved.**

### **2:00pm: Resume Work Session**

#### **2019 Budget Review**

- Review of Capital Replacement Plan. The original plan indicated going into red in 2021. With mill levy increase and \$600,000 going into capital replacement plan, it now looks good.
- Boiler Replacement: It was suggested having someone design new system and start getting some bids in preparation for replacement in future.
- North 40 Electrical: Question about \$5,000. This is budget for replacement of electrical components throughout the system as needed.
- Additional Fund Account Setup: Discussion of setting up another fund account for extra mill levy funds. The \$600,000 will go into current Capital Acquisition Fund.
- Personnel Salaries: Rick reviewed how the budget was designed. Currently four new people were built in, a Training Officer and 3 full-time firefighters. The current proposal is to have one paid person for 24 hours, 7 days per week and one volunteer here overnight and on weekends. Most of calls are OCO. Wabs made point that he believes that inability to manage OCO calls is lack of leadership. There are 36 volunteers to handle these calls. Rick and Parker explained that there is more than just going to calls and how the changes in dispatch have affected the call volume, putting more calls on the volunteers. The nighttime is more of issue. Rick believes the current proposal provides a long-term plan for the department and what was campaigned to the voters. The proposal, if adopted, allows the volunteer to stay one night a month (12 hours) versus 2-3 nights on call once a month from home. Wabs recommends putting in a training officer, not any other positions. Parker explained that there are people who want training at all times of days and adding only a training officer will not be a complete solution. Ken gave his overview of how the plan works now.
- There was much discussion about false alarm calls and single activation alarms. With recommendations Rick is making, many of the challenges we are having could be resolved.
- Rick is recommending going to higher level of service, but this is up to board of what level they want. Now that the district is able, should we?

- Rick spoke about back when health insurance was added. It was a recruitment/retainment tool, but was also the right thing to do. Housing is the next step, it is the right thing to do. Rick asked the board to trust his vision. The board hired him to make recommendations, and this is the right thing to do. There may be handful of people not happy with recommendation, but the other 78 percent of respondents to original survey are in support. This is not only good for the department, but for the community. This will help set up succession plan for decades.
- Personnel Salaries: Stoney suggested changing the \$911,676 to figure that would add additional full-time Training Officer and adjust all other figures. Secondly put \$400,000 reserve aside for further discussion of additional paid firefighter staff position.
- Contract Labor: Rick would like to expand on wildfire program. This would include further discussion with local non-profit. It would involve increasing wildfire assessments. This may include Engine Boss that can help with training and go out on wildfire. It was suggested that budgeted amount be moved over to Wildfire line item. Some of it is for preplans. We had more budgeted this past year, however our dedicated employee was not able to put in the time expected.
- Information Systems & Support: This is IT budgeted items. Mitchell and Company identified areas to be funding for. This could be moved to Capital Acquisition.
- Volunteer Benefits: Suggested putting realistic LOSAP figure in. This is will depend on what the plan is moving forward. It can be funded higher. This could be dropped down to \$5,000.
- Shift Incentive: The goal would be to have people do extra shifts, beyond the one night a month. Ideally, two volunteers at North 40, one volunteer at Headquarters and one paid person at Headquarters. Budgeted \$50/shift for 12-hour shift. Suggested to move \$145,000 into reserve for further discussion later.
- Wildfire Mitigation Local: This went down \$2,000, however going to move some of the funds from Contract Labor.
- Advertising: They did some renegotiation. This is for print/radio ads.
- Maintenance with Pitkin County: This is working well. They will be raising rates next year.
- Transfer of Pension: This is a place holder until actuarial study comes in.
- Add Line Item for Temporary Operating Reserve to include balance of budgeted dedicated personnel and volunteer LOSAP/incentives.
- Level of Service: Board inquired about how to go about drafting level of service. Rick suggested setting up meetings and include community. As starting point, it was suggested that each board member, right down your expectations as a board member and member of the community. Ryan Warren urged them to look at standards. Parker can send NFPA information to board. Karl A. would like to see service level discussion as a priority.
- North 40 Planning: Stoney and Rick met with Don Diones. Rick would like to put together working group. Rick has reached out to staff/volunteers.
- Starwood Station: Question of sprinkling Starwood station. Several members said they believe it should. Starwood would like to go electric. It will be baseboard heat. If it went to gas, each would have boiler. The benefit of going with gas, is in case of power outage. Board approved.
- Aspen Village: Board directed Rick to get hard number.
- Drone program: This was put together by volunteer firefighter. It has been very beneficial in several circumstances. This would include a bigger drone with many other capabilities. Board approved.
- Personnel Expenses: Increased \$400,000. Board approved to keep Training Officer position in budget.
- Request to move some funds from contract labor to wildfire.
- Anchor Point: Rick is excited about program. These may include boots on ground assessment.

Motion to adjourn 4:45.