

Notes
Lake Dillon Fire Protection District
Board / Management Planning Retreat
Tuesday June 18, 2013 – Station 11

Board Members present were Jerry Peterson, Linda St. John, Jim Cox, Larry Gilliland and Rob Sollenberger. Staff members in attendance were Chief Dave Parmley, Assistant Chiefs Greene, Farrell and Skulski, Matt Scheer, Steve Lipsher and Linda Boucher.

Retreat Format and Expectations: Chief Parmley opened the retreat by stating that he hoped for an open and informal discussion of pertinent topics. He reviewed the agenda.

Growth and New Construction Projections: The Board discussed the options to renew interest in Inclusion for the Lower Blue area including letters, highway or house signs, and press releases.

Chief Skulski gave a report on each of the areas in the district as follows:

Summit County – the only big project is the Xcel substation on Ptarmigan. Summit County's residential property is 70% built out.

Frisco – Residential projects include Peak One neighborhood, Condos on Main and the West End Condos. Residential is at 90% build out. Commercial projects include Whole Foods and a possible dredging of the Frisco marina to allow a longer boating season. Commercial is a 65% build out.

Dillon – The Town is at about 90% build out both in residential and commercial with no big projects at this time.

Silverthorne – Angler Mountain is doing some water improvements. Residential build out is at 55% and commercial at 35%.

Competitive Analysis Overview / Compensation Benefits Update: Matt Scheer presented information taken from the recent salary and benefits study conducted by Mountain States Employers' Council and the Colorado State Fire Chiefs' Association specifically for the fire service. The study showed that some of our positions are at or above the average and some are still below. Matt presented proposed salary increases for the positions that need them. These increases will be incorporated into the 2014 budget for consideration.

2014 Budget Discussion: Chief Parmley reported the preliminary information from the Summit County Assessor showed a 1.4 decrease in Assessed Valuation for the District rather the much higher projections we had heard.

Community Survey: Steve Lipsher, chair of the Community Survey team, presented an overview of the results. This will be presented to the External Stakeholders group next week.

Discussion of Implementation of SB 13-025 – “Colorado Firefighter Safety Act”
Chief Parmley gave an overview of the bill and how it may effect LDFR. The bill will

need a lot of interpretation and training by SDA, CML, CSFC and MSEC. Scheer reported that in discussion with Lt. Wilkerson the firefighters feel that they are being heard through the Compensation and Benefit Committee.

Scheer shared the acronym TIPS in dealing with any union action: No Threats, No Insults, No Promises, No Spying.

EMS Ambulance Study: Chief Parmley reported that if the County decided to transfer the SCAS to the fire service, it is the opinion of the fire service that this opportunity will only come once. If the County chooses another route they may propose a new tax either through property or sales tax. LDFPD and RWB staff have done a study and determined that through a new fire based EMS structure, with the inclusion of Summit Fire Authority, there could be a positive revenue flow.

The position of the Board is “Proceed to explore the feasibility and collaborate with Summit County, Red White and Blue and Copper Mountain to develop an operating model that is both functional and financially viable as a fire/EMS based ambulance transport service.”

Strategic Plan Progress Update and Discussion:

Each Team Chair gave an update on their assignment.

Internal Survey – Linda Boucher reported that the Internal Survey has been completed and it will be distributed to the Board.

Community Risk – Steve Skulski reported that they are waiting for the results of the Community Survey to finish their report.

Stations and Facilities – Bruce Farrell reported that they have evaluated the current stations, the growth patterns of the county and the call distribution. Their findings indicate that Station 10 should be a response station, Station 8 should be repurposed. Summit County population is projected to double in the next 20 years.

Information Technology – Bruce Farrell reported that they are looking at the increased usage of MDC’s and personal devices that will require more support. They are also assessing Station Alerting.

Benefits – Matt Scheer reported that they are assessing additional benefits for retention and for retirees. They are also looking at a more sustainable health insurance plan with a high deductible.

Apparatus – Kelly Greene reported that the committee is discussing replacement and placement of response vehicle, staff vehicles and what the future apparatus will be.

Succession, Collective Bargaining – Kelly Greene reported that the team is looking at succession planning both at the top and the bottom. Who will replace soon to retire upper management and what is the career path for the firefighter to grow.

Wildland, Technical Rescue, EMS – Joe Hegenderfer reported that his team is close to completing their report and have used the internal survey as a tool.

Financial, Accreditation, Emergency Management, Fire Corps, ISO – In Jeff’s absence Chief Parmley reported that the group is looking at the feasibility of making Fire Corps a county wide program. In the financial area, new software may be considered in the next year.

External Stakeholders – Chief Parmley hosted the first meeting of the group on June 11 to give them the overview of the district. The next meeting will be on July 2.

Mentoring and Succession Planning:

In anticipation of a large “brain drain” in the next 2-5 years the staff will be examining succession planning for upper level positions. The Board will need to be involved in the future chief officer structure.

Prioritize and Summarize 2013 Goals:

Chief Parmley asked the Board and staff to consider the discussions that took place today and send him the top 3-5 goals that each feel should be set for 2014.

Adjourn:

The meeting was adjourned at 4:00 PM.

_____ Approved this ____ day of _____ 2013.
Linda Boucher, Secretary

Jerry Peterson, President

