Members Present:
Board Chairman Jeff Swanty, Loveland Rural Fire Protection District ("Rural District")
Vice Chairman Cecil Gutierrez, City of Loveland Mayor
Director John Fogle, City of Loveland Council Member
Director Steve Adams, Loveland City Manager
Director Dave Legits, President of the Rural District

Staff Present:
Greg White, Secretary of Rural District
Mark Miller, Fire Chief
Renee Wheeler, Public Safety Administrative Director
Ned Sparks, Division Chief
Kristen Cummings, Business Services Coordinator
Emily Powell, Legal Counsel to the Authority

Visitors:
Julia Holland, Human Resources Director
Frank Urman, Colorado Employer Benefit Trust ("CEBT")
Dani Glime, CEBT

Call to Order:
Chairman Swanty called the Loveland Fire Rescue Authority ("LFRA") Board meeting to order on the above date at 1:32 p.m.

Swearing In:
None

Awards and Presentations:
None
Public Comment:
None

Consent Agenda:

1. Consider a Motion to Approve the Minutes from the Loveland Fire Rescue Authority September 28, 2016 Regular Board Meeting.

2. Review the Third Quarter Budget Biz.

Vice Chairman Gutierrez moved to approve consent agenda. Director Legits seconded; motion carried unanimously.

Regular Agenda:

3. Consider a Motion to Approve the Employer Participation Agreement with the Colorado Employers Benefit Trust (CEBT).

Chief Miller reported that an employee committee, comprised of six diverse employees, solicited the entire department for questions regarding the proposed new health benefits plan with CEBT, and researched the plan extensively. The committee reported to Chief Miller that the employees are strongly in favor of the new health benefits plan, and Chief Staff worked with CEBT to narrow down to three options.

Frank Urman gave a presentation to the Board about the CEBT benefit plan options for health, dental and vision insurance for LFRA employees. He cited single-digit rate increases for CEBT for 12 of the past 13 years. Frank distributed the following handouts: “Willis Towers Watson” information page, “A Summary of SDA/CEBT for LFRA”, “Rate and Benefit Summary for LFRA”, “LFRA Employer/Employee Contribution Review”, “LFRA Dental Benefit Summary” and “LFRA Vision Benefit Summary”.

Three health insurance plans are available for consideration by LFRA: PPO2, PPO4 and EPO4. PPO2 and PPO4 are comparable to the plans that employees currently have through Cigna. EPO4 uses a different benefit structure, but may be attractive to the employees. There are two dental plans and one vision plan.

Director Fogle asked if the wellness incentive program will be continued. Chief Miller advised that there would not be an incentive program at this time because all LFRA Fire Stations include fitness rooms, and all firefighters participate in CSU health assessment testing.

CEBT is constructing employee clinics in Loveland and Greeley with plans to open by April 2017. Renee Wheeler advised that, pending Board approval, LFRA will pay $14,000 to use the City’s employee clinic in the first quarter of 2017. Each of the CEBT locations will have two healthcare providers. There will still be no co-pay for office visits or medications dispensed there. However, monthly maintenance medication will no longer be dispensed by the clinic, only acute medication. The hours of the clinic will be modified as patient traffic is observed.

Frank proposed two options for the employer/employee premium contributions. One option would be to go with an 80%/20% employer/employee split, which is consistent with the City's 2507877.1
current contribution model. The second option would be to adopt an EPO4 Base Plan, where all employees would be enrolled in the EPO4 with a $0 premium. The EPO4 Base Plan would cost LFRA $5,642 less per month than the 80/20 split. Employees would then have the option under this contribution plan to select PPO2 or PPO4 at a higher employee premium contribution amount. EPO4 would be a no-premium, no-deductible plan for employees, but would have higher co-pays. After those co-pays, there are no additional charges.

Renee distributed a “Cost Comparison for 2017 – Employer Cost” handout. She advised that it would be possible for LFRA to pay 80% of the dental premiums, instead of the 60% model currently being used by the City. She also advised it would be possible for LFRA to pay 100% of the vision premiums for one year. She showed that the cost savings realized by LFRA from exiting the City’s health benefits plan would go toward paying for the use of the City’s health clinic first quarter and for Human Resources services from the City, and the rest would go back to replenish the proposed 2017 budget in the places budget cuts were made when planning for the City’s 2017 health insurance plan rate increases. Vice Chairman Gutierrez asked to see what the budget cuts were that are to be replenished at the next Board meeting.

Chief Miller asked for permission from the Board to terminate participation in the City’s health benefits plan, and begin insurance benefits with CEBT in 2017, with the employee/employer split option to be determined by the employee committee. Motion to approve the health benefits proposal as requested by Chief Miller made by Director Fogle. Seconded by Director Legits; motion carried unanimously.

Director Legits and Greg White left the meeting at 3:03 p.m. due to road closures.

4. **Consider a Motion to Approve the Intergovernmental Agreement for Apparatus Purchase**

Emily Powell presented the proposed Intergovernmental Agreement for Apparatus Purchase (IGA) with the Rural District to the Board. Emily advised that the Rural District’s attorney, Greg White, requested that the IGA include acknowledgement of LFRA’s intent to continue the apparatus replacement plan, because the Rural District wants to be assured that moving forward they are investing in an agreement that has intent to replace apparatus as needed. Emily is currently working on the proposed wording.

Motion made by Director Fogle to approve the Intergovernmental Agreement for Apparatus Purchase with the proposed change as requested by the Rural District. Vice Chairman Gutierrez seconded; motion carried.

5. **Chief’s Report**

Chief Miller recognized that Division Chief Sparks was awarded the Larry Kettlehut Fire Instructor of the Year in Keystone, CO on October 19, 2016 in Keystone, Colorado.

Chief Miller gave an update on the proposed Station 7 land purchase. The seller’s agent initially drafted the contract showing City of Loveland as the purchaser. Representatives from the Rural District, City, and Authority met today to discuss the land purchase, and which entity is most appropriate as the purchaser. The representatives agreed that LFRA should be the purchaser. If desired by the parties, LFRA could assign the purchase contract to the City or Rural District at a
later date. However, Emily Powell advised that if the purchase contract is not assigned, then LFRA will be responsible for the entire purchase price. Renee Wheeler advised it may be possible to LFRA pay for the land from year-end savings. It was the consensus of the Board that LFRA should proceed with the land purchase as directed by the Board at its September meeting.

Chief Miller advised that LFRA will likely enroll two members in Colorado Task Force 1 (CO-TF1). CO-TF1 is an urban search and rescue task force that deploys to provide support on large-scale disasters in the country.

6. Other Business for Board Consideration

Emily Powell advised that there are three changes the City of Loveland is proposing on the Fourth Amendment to the Establishing IGA and the real property Lease Agreements. The first is that the City wants the lease term to change from 50 years to 5 years with two automatic 5-year renewals. Vice Chairman Gutierrez pointed out that there is a 50-year lease at the airport. The second issue is that currently the City, as the Landlord under the real property Lease Agreements, is responsible for insuring the buildings, and LFRA, as the tenant, insures the contents. The City is requesting both LFRA and the City insure the buildings, and name one another as additional insureds. The third proposed change is that the City would like to approve any supplemental appropriations requested by the Authority, even if no additional contribution is required of the City. Currently, the Fourth Amendment to the Establishing IGA is drafted so that LFRA only brings supplemental appropriations to the City for approval if additional funding is needed, and all other appropriations go through the LFRA Board. The Board was not supportive of these changes. Emily Powell stated that she is hoping to have the final Lease Agreement ready for the November 16 LFRA Board meeting, but it depends on these issues being resolved. Director Adams will speak with City staff on these issues.

Chairman Swanty made a motion to go into executive session under Section 24-6-402(4)(f) of Colorado Revised Statutes for the purpose of discussing a personnel issue at the request of Chief Miller. Vice Chairman Gutierrez seconded; motion carried unanimously.

The Board went into executive session at 3:44 p.m. The Board concluded executive session at 4:00 p.m.

Upon motion duly made and seconded, the Board authorized Chief Miller to work part-time on his days off as an insurance inspector for properties located outside of LFRA’s service area.

Chairman Swanty adjourned the regular meeting at 4:00 p.m.

The foregoing minutes, having been approved by the LFRA Board of Directors, constitute the official minutes of the meeting held on the date stated above.

Jeff Swanty, Chairman

Kristen Cummings, Secretary