Loveland Fire Rescue Authority Board Meeting

Virtual Meeting:
https://lfra.zoom.us/j/95258794449
Call-in Number: (346) 248-7799
Meeting ID: 952 5879 4449

LFRA Board Members Only to Meet in the:

Fire Administration Building
EOC Conference Room
410 E. 5th Street
Loveland, Colorado  80537

Wednesday, October 28, 2020

1:30 PM
On The Loveland Fire Rescue Authority (LFRA) is committed to providing an equal opportunity for services, programs and activities and does not discriminate on the basis of disability, race, age, color, national origin, religion, sexual orientation or gender. LFRA contracts with the City of Loveland for assistance with translation, discrimination concerns, and Americans with Disabilities Act accommodations. Please contact the City of Loveland Title VI Coordinator at TitleSix@cityofloveland.org or 970-962-2372 for translation services and discrimination concerns. LFRA will make reasonable accommodations for citizens in accordance with the Americans with Disabilities Act (ADA). For more information on ADA or accommodations, please contact the City of Loveland ADA Coordinator at Jason.smitherman@cityofloveland.org or 970-962-3319.

La Autoridad de Rescate de Incendios de Loveland (LFRA, por sus iniciales en inglés) se compromete a proveer oportunidades equitativas para servicios, programas, y actividades, y no discrimina basándose en discapacidades, raza, edad, color, origen nacional, religión, orientación sexual, o género. La LFRA tiene contratos con la Ciudad de Loveland para recibir asistencia para traducciones, en caso de preocupaciones de discriminación, y de acomodaciones de la Ley de Americanos con Discapacidades. Por favor comuníquese con el Coordinador del Título VI de la Ciudad de Loveland en TitleSix@cityofloveland.org o al 970-962-2372 si necesita servicios de traducción o tiene preocupaciones de discriminación. La LFRA organizará acomodaciones razonables para ciudadanos de acuerdo con la Ley de Americanos con Discapacidades (ADA, por sus iniciales en inglés). Si desea más información acerca de la ADA o acerca de las acomodaciones, por favor comuníquese con la Coordinadora de la Ciudad de Loveland en Jason.smitherman@cityofloveland.org o al 970-962-3319.

Wireless access: COLGuest, accesswifi

CALL TO ORDER
PLEDGE OF ALLEGIANCE
ROLL CALL
APPROVAL OR AMENDMENT
AWARDS AND PRESENTATIONS – SUSAN FAKHARZADEH WITH GREAT WEST PETROLEUM
PUBLIC COMMENT (LIMITED TO 3 MINUTES PER SPEAKER)

CONSENT AGENDA

Anyone in the audience will be given time to speak to any item on the Consent Agenda. Please ask for that item to be removed from the Consent Agenda. Items pulled will be heard at the beginning of the Regular Agenda. You will be given an opportunity to speak to the item before the Board acts upon it.

Public hearings remaining on the Consent Agenda are considered to have been opened and closed, with the information furnished in connection with these items considered as the only evidence presented. Adoption of the items remaining on the Consent Agenda is considered as adoption of the staff recommendation for those items. Anyone making a comment during any portion of today’s meeting should come forward state your name and address for the record before being recognized by the Chair. Please do not interrupt other speakers. Side conversations should be moved outside the meeting room. Please limit your comments to no more than five minutes.
1. Consider a Motion to Approve the Minutes from the Loveland Fire Rescue Authority Board for August 26, 2020 Regular Board Meeting

   End of Consent Agenda

REGULAR AGENDA

Anyone who wishes to address the Board on any item on this part of the agenda may do so when the Chair calls for public comment. All public hearings are conducted in accordance with Board By-Laws. When Board is considering approval, the Authority’s By-laws only requires that a majority of the Board quorum be present to vote in favor of the item.

2. Conduct a Public Hearing and Consider a Motion to Adopt Resolution R-121, Adopting a Supplemental Budget Regarding the Appropriation of Monies to and the Expenditure of Monies from the Capital Projects Fund and the Capital Impact Fees Fund for the Loveland Fire Rescue Authority, State of Colorado, for the Calendar Year Beginning on the First Day of January 2020 and Ending on the Last Day of December 2020

3. Review Briefing Papers and Correspondence
   a. Chief’s Report

4. Other Business for Board Consideration

5. Executive Session, if Needed

6. Possible Action on Any Matter Discussed in Executive Session

   ADJOURN
TITLE
Consider a Motion to Approve the Minutes from the August 26, 2020 Loveland Fire Rescue Authority (LFRA) Regular Board Meeting

EXECUTIVE SUMMARY
The attached documents, prepared by Kristen Cummings and edited by outside attorneys, is a record of the August 26, 2020 regular meetings of the LFRA Board.

The document details the discussions at the meeting including: approval of July 29 minutes, reappointing three volunteer pension board members, adopting supplement appropriation resolution R-120, and approving the 2021 budget (Resolution R-119).

BACKGROUND
Standard meeting protocol

STAFF RECOMMENDATION
Approve as written

FINANCIAL/ECONOMIC IMPACTS
N/A

ASSOCIATED STRATEGIC GOALS
N/A

ATTACHMENTS
August 26, 2020 Minutes
Loveland Fire Rescue Authority Board Meeting Minutes
Wednesday, August 26, 2020
2629 N. County Rd. 7, Loveland and Via Video and Audio Conference
1:30 p.m.

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

Members Absent:
None

Staff Present:
Mark Miller, Fire Chief
Emily Powell, Legal Counsel to the Authority
Greg Ward, Division Chief
Cheryl Cabaruvias, Administrative Analyst
Andrea Wright, Human Resources Manager
Eric Klaas, Battalion Chief
Alex Klinger, Fire Engineer
Ben Andersen, Fire Lieutenant
Caeden Quist, Firefighter
Matt DeDecker, Fire Lieutenant
Devon Laughlin, Fire Engineer
Matt Gage, Firefighter
Jason Goodale, Fire Captain
Ingrid McMillan-Ernst, Plans Reviewer
Melissa Kirkpatrick, Firefighter
Mark Lyons, Fire Captain
Matthew Hintzman, Fire Lieutenant
Samuel Leighton, Fire Engineer
Uriel Sanchez, Fire Engineer
Shelby Vrem, Fire Lieutenant
Kalani Sousa, Firefighter
Cole Stephenson, Fire Engineer
Matt Taylor-Thorn, Firefighter
Anthony Distefano, Firefighter
Call to Order:

Vice Chairman Fogle called the Loveland Fire Rescue Authority ("LFRA") Board meeting to order on the above date at 1:39 p.m.

Approval or Amendment of Agenda:

No changes made to the agenda.

Awards and Presentation:

Director Adams wanted to recognize Division Chief Cerovski for the successful completion of Fire Station 7, and a job well done.

Swearing In:

None

Public Comment:

None

Consent Agenda:

1. Consider a Motion to Approve the Minutes from the Loveland Fire Rescue Authority July 29, 2020 Regular Board Meeting

2. Consider a Motion to Reappoint Three Volunteer Pension Board Members

Motion made by Director Legits to approve the consent agenda. Seconded by Director Adams; motion carried unanimously.

Regular Agenda:

3. Conduct a Public Hearing and Consider a Motion to Adopt Resolution R-120, Adopting a Supplemental Budget Regarding the Appropriation of Monies to and the Expenditure of Monies from the General Fund for the Loveland Fire Rescue Authority, State of Colorado, for the Calendar Year Beginning on the First Day of January 2020 and Ending on the Last Day of December 2020

Motion made by Director Adams to open the public hearing on Resolution R-120. Seconded by Director Ball; motion carried unanimously. Notice of the public hearing was published in the newspaper prior to the meeting as required by law. No public comment was received prior to the public hearing, and no members of the public present at the hearing desired to provide comment.
Chief Miller explained that this Resolution would move an additional $40,000 from the General Fund to pay toward the Consolidated Volunteer Firefighter Pension Fund. He stated that due to a variety of reasons, including low present returns, lower projected future returns, and an additional person being added to the plan, that the fund is not currently actuarially sound at the decreased contribution rate previously approved by the Board.

Kristen Cummings advised that there was a typo in the Resolution presented in the Board Packet, and that it had been changed to reflect that the additional funding was coming from the General Fund.

Motion made by Vice Chairman Fogle to close the public hearing. Seconded by Director Ball; motion carried unanimously and the public hearing was closed.

Motion by Director Legits to approve Resolution R-120. Seconded by Vice Chairman Fogle; motion carried unanimously.

4. Conduct a Public Hearing and Consider a Motion to Approve Resolution R-119, Adopting the LFRA 2021 Budget

Motion made by Vice Chairman Fogle to open the public hearing on Resolution R-119. Seconded by Director Ball; motion carried unanimously. Notice of the public hearing was published in the newspaper prior to the meeting as required by law. No public comment was received prior to the public hearing, and no members of the public present at the hearing desired to provide comment.

Chief Miller gave a budget presentation. He presented the calendar for budget approval, a slide showing budget reductions before 2020, in 2020 and proposed for 2021. The base budget has a 1.12% decrease from the reduced 2020 budget; however, the need to increase firefighter salaries to a competitive level would result in a total 7.11% budget increase if the salary decision package is approved.

Chief Miller stated that medical insurance has increase 5.5% for 2021. Historically, LFRA has absorbed the increases. This year he wants LFRA to split the cost of the increase with the employees at a 50/50 ratio. It would cost $106,294.08 for LFRA to absorb the entire increase. If the increase cost is split, LFRA’s share would be $63,269. While the City of Loveland has the employee cover 80% of the increase, Chief Miller believes asking employees to make the jump from 0% to 80% in one year would be difficult. Chief Miller added that most fire agencies pay for only 60% to 70% of the total cost of medical insurance, and LFRA is currently paying 96% of the cost. Vice Chairman Fogle stated that if employees are leaving LFRA because of low salaries and not poor benefits, then he does not think it is beneficial to LFRA to pay such a high percentage of benefits when employees do not consider benefits in the salary comparisons with other agencies. Chairman Swanty added that employees care more about what they are taking home in their paycheck than their cost of insurance. Chief Miller stated that he hopes to get LFRA to an average salary with the best benefits, and that the employees are starting to share the cost of benefits, but that it will be a gradual process. Director Adams stated that LFRA should compare total compensation when comparing to other agencies.

Chief Miller presented that 76% of the budget is salaries, and that cost allocation with the City of Loveland will go up by 4% for 2021 if the budget is approved. He stated that for 2020 LFRA is on track to collect $360,000 in impact fees.

Andrea Wright presented information regarding salary increases for firefighters with new 2020
data. She stated that Chief Staff would like to increase the budgeted $8,609,259 for salaries to $9,818,305, an increase of $1,430,234. If approved, it would take the comp-ratio from 95.3 to 98.8.

Vice Chairman Fogle asked how much more LFRA spends on benefits than other agencies, and Chief Miller stated it was approximately $3,500 more per firefighter. Chairman Fogle stated he wanted to see a total compensation comparison. Director Ball asked that Fort Morgan, Cheyenne and Laramie fire departments be added to the report, to compare with more similar departments. Chief Miller stated that LFRA does not lose employees to those smaller departments, and that the larger departments are where LFRA employees go. He also stated that total compensation is difficult to compare because every department does their benefits differently, and they are not comparable. Vice Chairman Fogle asked if there has been a focus group with employees to see what’s important to them as between salary and benefits, and Chief Miller stated that the Local does their own surveys and compares LFRA with other agencies. Salary is the most important to the employees, and retirement and insurance were second.

Chief Miller stated he would like to amend slide 24 of his budget presentation. He stated that the $1,430,234 salary increase amount listed would actually be reduced by approximately $63,269 in health insurance/vision costs due to employees sharing half the cost of the 5.5% insurance increase. In addition, he asked the Board to approve withdrawing approximately $215,822 of the salary increase out of reserves to cover the cost of FLSA overtime and FICA benefit costs associated with the increase in salaries. Subtracting these two reductions would bring the salary increase request to approximately $1.1 million. Additionally, the reduction of the EM Specialist position, which was part of LFRA’s 2021 reduction (approximately $86,000) also was not included in this draft presentation. Finance will include all of the above revisions in their final budget to Council.

Motion made by Director Ball to close the public hearing and approve Resolution R-119 with the revisions discussed to the salary increase figures. Seconded by Director Adams; motion carried unanimously.

5. Chief’s Report

Chief Miller reported that there are currently five staffing vacancies: four firefighters and one Battalion Chief. He stated that financially it costs $96,489 per year less to replace those four firefighters than to have the increased overtime expenses.

Chief Miller stated that the Rural District Board approved two ballot questions: 1.) to eliminate the 2022 sunset on the mill levy and 2.) to de-Gallagherize. If both ballot measures fail, it would reduce the Rural District’s revenue by two-thirds.

Chief Miller stated that the Ale House wanted to craft a brew with proceeds going to LFRA. Wilber’s Liquor also brought in several $10 gift certificated that will be distributed at the Appreciation Dinner.

Janet Bailey, long time member of FRAC, recently resigned. Chief Miller stated that FRAC is currently working on RAF and Governance Model analysis.

Director Ball asked what LFRA is doing to assist with the Cameron Peak Fire. Chief Miller stated that LFRA sent one crew for the first operational period, but that due to injuries, vacancies and other factors, there are 10 LFRA firefighters currently on light duty, so LFRA did not have available personnel to extend past that. LFRA also sent a crew to the Lewstone Fire.
Chief Miller reported that today two firefighters are being deployed through Colorado Taskforce-1 (“COTF-1”) to assist with urban search and rescue for Hurricane Laura.

6. Other Business for Board Consideration

Director Adams stated that the Northern Colorado Regional Airport currently has a smokejumper and additional wildland assets on standby, 24-hours a day. He also stated that he appreciated all of the work put into the budget.

Chairman Swanty asked how much overbudget the department will be on overtime. Chief Miller stated that it won’t be as bad as initially anticipated because COVID has caused trainings to be canceled and vacations to be canceled.

Director Adams stated that the CARES Act awarded $4.1 million to the City of Loveland, with $180,000 going to LFRA to offset COVID expenses.

7. Executive Session, if Needed

None

8. Possible Action on Any Matter Discussion in Executive Session

None

With no further business to come before the Board, Chairman Swanty adjourned the meeting at 3:22 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
TITLE

Conduct a Public Hearing and Consider a Motion to Adopt Resolution R-121, Adopting a Supplemental Budget Regarding the Appropriation of Monies to and the Expenditure of Monies from the Capital Projects Fund and the Capital Impact Fees Fund for the Loveland Fire Rescue Authority, State of Colorado, for the Calendar Year Beginning on the First Day of January 2020 and Ending on the Last Day of December 2020

EXECUTIVE SUMMARY

This resolution would approve an increase to the 2020 LFRA budget with offsetting expenditure in the Capital Projects Fund and the Capital Impact Fees Fund to satisfy LFRA’s obligation to the design of Station 10.

BACKGROUND

A resolution is attached to provide detail for this request. Per the fourth amendment to the IGA, if the Board adopts the supplemental appropriation resolution, then it will become effective. Supplemental Budget Requests that do not affect partner contributions are not required to be presented to City Council or the Loveland Rural Fire Protection District Board.

The appropriation of $120,000 from 607 Capital Projects Fund and the appropriation of $100,000 from 608 Capital Impact Fees Fund balance and subsequent transfer to 607 Capital Projects Fund will complete the design of Station 10.

STAFF RECOMMENDATION

Staff recommends approval of the resolution as written.

FINANCIAL/ECONOMIC IMPACTS

The resolution would add $220,000 additional funding for Capital Projects Fund expenditures to the Capital Projects Fund to advance the LFRA mission.

ASSOCIATED STRATEGIC GOALS

Deploy an effective emergency response to minimize damage and loss. Minimize and mitigate the risks of an emergency occurrence in the community. Deliver cost effective services.

ATTACHMENTS

Resolution R-121
CERTIFIED RECORD

OF

PROCEEDINGS RELATING TO

LOVELAND FIRE RESCUE AUTHORITY
LARIMER COUNTY, COLORADO

HEARING ON THE SUPPLEMENTAL BUDGET REGARDING
THE APPROPRIATION OF MONEYS TO
AND THE EXPENDITURE OF MONEYS FROM THE
LFRA CAPITAL PROJECTS FUND
AND LFRA CAPITAL IMPACT FEES FUND

FOR FISCAL YEAR

2020
The Board of Directors ("Board") of the Loveland Fire Rescue Authority ("Authority"), Larimer County, Colorado, held a regular meeting and public hearing at the Authority's Administrative Offices, 410 E. 5th Street, Loveland, Colorado, on October 28, 2020 at the hour of 1:30pm concerning the proposed Supplemental Budget regarding the appropriation of funds to and expenditure of funds from the Authority’s Capital Projects Fund and Capital Impact Fees Fund for fiscal year 2020. The following Board members were present:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
Absent: ___________________________________________________________________
________________________________________________________________________

Chairperson ______________________ reported that, prior to the meeting and public hearing, each Director was notified of the date, time, and place of the meeting and public hearing, and the purpose for which they were called. He further reported that a Notice of the public hearing on the proposed Supplemental Budget was published in the Loveland Herald on October 23, 2020. Notice of the public hearing also was duly posted. Thereupon, Director ______________________ introduced and moved for the adoption of the following Resolution:

**RESOLUTION R-121**


WHEREAS, the Authority Board, after complying with notice and other statutory requirements, duly adopted a budget for fiscal year 2020;
WHEREAS, after adopting the 2020 budget and making appropriations thereunder, the Authority Board determined that a supplement to the 2020 budget is required as the result of the need to increase funding $220,000 for the design of Station 10.

WHEREAS, the Authority Board authorized its administrative staff and consultants to prepare and submit a proposed 2020 Supplemental Budget reflecting the additional appropriation of moneys to, and expenditures of moneys from, the LFRA Capital Projects Fund and Capital Impact Fees Fund;

WHEREAS, a proposed 2020 Supplemental Budget has been submitted to the Authority Board for its consideration. A copy of the 2020 Supplemental Budget is attached to this Record of Proceedings;

WHEREAS, due and proper notice, published and posted in accordance with the law, advised the public that (1) the proposed 2020 Supplemental Budget was available for inspection by the public at a designated public office; (2) a public hearing would be held on October 28, 2020 at 1:30pm at the Authority’s Administrative Offices; and (3) interested electors could comment on or to file or register objections to the proposed 2020 Supplemental Budget any time before the public hearing; and

WHEREAS, a public hearing was held on October 28, 2020, and interested electors were given the opportunity to comment on or to file or register any objections to the attached proposed 2020 Supplemental Budget.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE LOVELAND FIRE RESCUE AUTHORITY, LARIMER COUNTY, COLORADO:

Section 1. Appropriation of Moneys to the LFRA Capital Impact Fees Fund. The Board hereby authorizes and approves the receipt and appropriation in 2020 of an additional $100,000 in moneys to the LFRA Capital Impact Fees Fund.

Section 2. Appropriation of Moneys to the LFRA Capital Projects Fund. The Board hereby authorizes and approves the receipt and appropriation in 2020 of an additional $120,000 in moneys to the LFRA Capital Projects Fund.

Section 3. Expenditures of Money from the LFRA Capital Impact Fees Fund. The Board hereby ratifies and approves the expenditure of an additional $100,000 from the LFRA Capital Impact Fees Fund during fiscal year 2020.

Section 4. Expenditures of Money from the LFRA Capital Projects Fund. The Board hereby ratifies and approves the expenditure of an additional $120,000 from the LFRA Capital Projects Fund during fiscal year 2020.

Section 5. Adoption of Supplemental Budget for 2020. The Board hereby adopts the
Section 6. **Purposes of 2020 Supplemental Budget Could Not Have Been Reasonably Foreseen.** At the time the Board adopted the 2020 Budget in the fall of 2019, it could not have reasonably foreseen circumstances requiring the adoption of a Supplemental Budget.

The foregoing Resolution was seconded by Director ______________________.

ADOPTED AND APPROVED this ___ day of ___________________, 20___.

__________________________________________

__________   , Chairperson

ATTEST:

__________________________________________

_______________________, Secretary
I, __________________, Secretary of the Board of Directors of the Loveland Fire Rescue Authority, Larimer County, Colorado, do hereby certify that the foregoing pages numbered 1 through 4, inclusive, constitute a true and accurate copy of the record of proceedings of the Board held at the Authority’s Administrative Offices, 410 E. 5th Street, Loveland, Colorado, on August 26, 2020, at the hour of 1:30pm, insofar as said proceedings relate to the Supplemental Budget regarding the appropriations to and expenditures from the Loveland Fire Rescue Authority’s General Fund; that said proceedings were duly had and taken; that the meeting was duly held; and that the persons were present at the meeting as therein shown.

IN WITNESS WHEREOF, I have hereunto subscribed my name this ___ day of ________________, 20__.  

__________________________, Secretary
### Funds Appropriated for Use by the Authority for fund 608 Capital Impact Fees Fund:

<table>
<thead>
<tr>
<th>Account Title</th>
<th>Account Number</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fund Balance</td>
<td></td>
<td>100,000</td>
<td>Design of Station 10</td>
</tr>
</tbody>
</table>

### Sources of Funds:

<table>
<thead>
<tr>
<th>Account Title</th>
<th>Account Number</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fund Balance</td>
<td></td>
<td>100,000</td>
<td>Design of Station 10</td>
</tr>
</tbody>
</table>

### 2020 Supplemental Authority Appropriations and Expenditures for fund 608 Capital Impact Fees Fund:

<table>
<thead>
<tr>
<th>Account Title</th>
<th>Account Number</th>
<th>Amount</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Transfer to Fund 607 Capital Projects Fund</td>
<td>607-22-000-0000-47607</td>
<td>100,000</td>
<td>Transfer for design of Station 10</td>
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TITLE
Review Briefing Papers and Correspondence

EXECUTIVE SUMMARY
The Chief’s report includes a variety of general updates from the Monthly Report and more current topics of interest.

<table>
<thead>
<tr>
<th>September Monthly Reports</th>
<th>Additional Topics For Board Update</th>
</tr>
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<tbody>
<tr>
<td>• All Reports will be provided at the next meeting, due to the Cameron Peak Fire</td>
<td>• 2021 City Budget Update</td>
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<tr>
<td></td>
<td>• Cameron Peak Fire Update</td>
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<td></td>
<td>• Upcoming Promotions/Hiring</td>
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<td></td>
<td>• Defined Benefit (FPPA) vs. Defined Contribution (ICMA Vote Outcome)</td>
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<td></td>
<td>• Annexation of Additional LRFPD Property into Johnstown/FRFR</td>
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<tr>
<td></td>
<td>• Station 10 Update</td>
</tr>
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<td></td>
<td>• November Election Update</td>
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</table>

BACKGROUND
This section of the agenda is intended to provide general information to keep board members apprised of various project status and department updates.

AGREEMENTS SIGNED DURING THE MONTH

STAFF RECOMMENDATION
N/A

FINANCIAL/ECONOMIC IMPACTS
N/A

ASSOCIATED STRATEGIC GOALS
N/A

ATTACHMENT
PowerPoint Presentation
Chief's Report Items

- 2021 City Budget Update
- Cameron Peak Fire Update
- Upcoming promotions/hiring
- Defined benefit (FPPA) vs Defined contribution (ICMA) vote outcome
- Annexation of additional LRFPD property into Johnstown/FRFR district
- Station 10 update
2021 City Budget

- 2021 City Budget adopted (unanimous)
- LFRA will proceed with wage adjustments as outlined, in 2021

Cameron Peak Fire

- LFRA crews are receiving significant accolades from IMT and LCSO
- Task Force crews involved 24/7 doing structure protection, support, offensive/defensive firefighting - many homes saved directly by LFRA
- Donations have been overwhelming...!
Social Media update

FACEBOOK over last 7 days:
104 posts
1,615 new followers (10% increase)
1,507 new page “likes”
16,992 video views
201,597 post engagements
Post reach: 333,489 (includes shares)
Single post with most views: 132,994 views (includes shares)
Combined post comments per day: 947-2,357 (the day before the fire, this number was 4)
407 private message connections with 62% response rate (average of 1 hr 15 min response time)
Page likes from other countries: Canada-66, Mexico-64, Australia-28, Chile-26, Phillippines-25, Argentina-24, Thailand-24, India-18, Peru-14

INSTAGRAM over last 7 days:
281 new followers (up 13%)
56 posts
85 stories
122,293 post impressions
1,774 profile visits
7,302 post interactions (which includes 6,684 “likes”, 94 comments, 126 saves and 398 shares)
99 story interactions (51 replies and 48 shares)
97% of the interactions have been from people in the United States. The top four other countries are Kenya, Canada, Curacao and Brazil.
Upcoming Promotions/Hiring

• 5 vacant positions – 4 firefighters, 1 Battalion Chief
• Promotional assessments will be taking place in November/December
• 5 firefighters have been given conditional offers, pending background checks, physicals, drug screening, etc.
• Tentative start date for new firefighters – early February

Defined benefit vs Defined contribution

• Survey/vote conducted in late summer – did not obtain a 66% majority

• Summary – LFRA will not be moving forward with FPPA option at this time. Members will continue to in ICMA-RC plan with LFRA 5% match
FPPA – Question 1

Q1 Thinking about your retirement needs as well as future sworn personnel to follow, do you choose to allow the Colorado Fire and Police Pension Association (FPPA) as an option for current LFRA sworn personnel, and required for sworn personnel hired after FPPA is in effect?

<table>
<thead>
<tr>
<th>Answer</th>
<th>Count</th>
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<tbody>
<tr>
<td>Yes</td>
<td>94</td>
</tr>
<tr>
<td>No</td>
<td>0</td>
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FPPA – Question 2

Q2 If you choose yes to question 1, to allow FPPA as a retirement plan option, would you:

<table>
<thead>
<tr>
<th>Option</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Stay with the current KWA</td>
<td>90</td>
</tr>
<tr>
<td>Move to the FPPA defined</td>
<td>10</td>
</tr>
<tr>
<td>Move to the FPPA hybrid</td>
<td>0</td>
</tr>
<tr>
<td>Move to the FPPA money</td>
<td>0</td>
</tr>
</tbody>
</table>
Annexation of LRFPD property

- LFRA has received exclusion/inclusion petitions from new developments in the Rural District north of 402.
- Chief Miller, Rural Attorney Glesne and Kammy (Pinnacle) are engaged in discussions with the Rural Board, FRFR, etc.
- On a similar topic related to inclusion; several property owners in the Storm Mountain area (upper filing) have expressed interest in being included in the Rural District (to be discussed at the next Rural Board meeting)

New annexation – north of 402
Station 10 update

- Design process approximately 85% - 90% complete
- Beginning review process with Johnstown
- Financing options
- Impact fee collections to date - $675,000

QUESTIONS?
THANK YOU FOR THE SUPPORT!