

# West Metro Fire Protection District Civil Service Committee Meeting Minutes

April 14, 2026

## I. CALL TO ORDER

The regular meeting of the West Metro Fire Protection District Civil Service Committee was called to order by President Kim Brewer at 6:00 p.m. This meeting was held in accordance with the applicable statutes of the State of Colorado, at West Metro Fire Protection District's Administrative Office Building, at 433 South Allison Parkway, Lakewood, Colorado, and was available remotely via Teams.

## II. ROLL CALL

President Kim Brewer – Present  
Vice President Susan Emsbo – Present  
Member Jerry Cassel – Present  
Member Vince Harris – Remotely via Teams  
Member Jim Roos – Present  
Member Danny Turney – Present  
Member Peggy Valdez - Present  
Board Liaison Don Sherman – Present

Also present were Fire Chief Jeremy Metz; Assistant Chief Ben Tennesen; Lieutenant Jon Beattie representing IAFF Local 1309; and Ms. Kara Urland as recording secretary.

## III. PUBLIC COMMENT

None.

## IV. ADOPTION OF AGENDA

**MOTION: It was moved by Susan Emsbo and seconded by Jim Roos to accept the agenda for the regular meeting of the West Metro Fire Protection District Civil Service Committee of April 14, 2026, as presented. The motion was voted upon and carried.**

## V. REVIEW OF MINUTES

**MOTION: It was moved by Danny Turney and seconded by Jerry Cassel to approve the minutes of the regular meeting of the Civil Service Committee dated March 10, 2025, as presented. The motion was voted upon and carried.**

**VI. REPORT OF THE FIRE CHIEF – Fire Chief Jeremy Metz**

Chief Metz shared an update on the Community Advisory Group (CAG), noting that the final meeting took place last week. Discussions focused on the District’s financial status, long-term funding stability concerns, and projected budget challenges. As a result of these meetings, the CAG is preparing a formal letter to the Board of Directors ahead of the April 25 study session, during which the final draft of recommendations will be presented.

Chief Metz also shared a Lakewood Police drone video from one of the District’s calls earlier this year, highlighting the quality of the footage and the value the technology provides in responding to incidents.

**VII. REPORT OF THE TRAINING CHIEF – Assistant Chief Ben Tennessen**

Chief Tennessen provided an update on the new training building project, noting construction is slightly ahead of schedule, with demolition and foundation work completed. The structure is expected to arrive at the end of May, with assembly beginning in early June. The facility is anticipated to become operational in July following system testing.

Academy 26-02 is scheduled to begin on August 1, 2026, with approximately 28–30 recruits, including participants from Castle Rock and Arvada Fire.

District training efforts remain focused on wildland preparedness through the RT-130 refresher training and Red Card certifications. Acquired structure training conducted at the former Sears building off Colfax was successful and provided valuable training opportunities. An update was also provided on the upcoming FDIC International Conference, where ten district employees will attend to gather training ideas and best practices for future department operations and drills.

**VIII. REPORT OF LEGAL COUNSEL – Cathy Tallerico, Esq.**

None.

**IX. REPORT OF BOARD LIAISON – Secretary Don Sherman**

Mr. Don Sherman reported on the April 21, 2026, board meeting. The next board meeting is scheduled for May 19, 2026.

**X. REPORT OF THE UNION – Lieutenant Jon Beattie**

Lieutenant Jon Beattie reported that Assistant Chief Mike Binney received the John P. Redman Award, a prestigious annual recognition for extraordinary advocacy in firefighter health and safety. Chief Binney was honored for his work on the District’s sleep study and presented his findings alongside other PhD researchers studying firefighter health and recovery. His presentation drew

standing-room-only attendance, highlighting the importance and growing recognition of the work being done at West Metro and its regional and national impact.

Lieutenant Beattie also shared positive feedback regarding the District's new 9:00 a.m. shift change schedule. The change has been well received by membership, and other agencies have shown strong interest in the process and research behind the transition. Based on Chief Binney's findings, Lieutenant Beattie noted that similar shift schedules may become more common across the region in the coming years.

Regarding District funding, the Union expressed full support for the Board of Directors as discussions continue about a potential election measure. Union membership has committed up to \$200,000 toward campaign efforts, and the Union also received a \$25,000 grant from the Colorado Professional Fire Fighters. Lieutenant Beattie noted that modern digital outreach and in-house marketing expertise will help make campaigning more cost-effective and efficient.

Lieutenant Beattie added that the upcoming wildland fire season could increase public awareness of the importance of fire protection and emergency services, potentially strengthening community support for the District's mission and funding needs. The Union remains committed to working closely with Chief Metz and the executive team moving forward.

#### **XI. REPORT OF THE RCS COMMITTEE – Lieutenant Jon Beattie**

Lieutenant Jon Beattie reported on Fall Academy 26-02. Currently, 43 candidates are advancing through the background investigation process. A total of 97 candidates participated in the oral boards, with 87 successfully passing. This marks the highest oral board pass rate since the implementation of the District's new hiring process and represents the largest oral board candidate pool evaluated under the current system.

The next RCS Committee meeting is scheduled for Monday, April 20, 2026.

#### **XII. FINANCIAL REPORT – Assistant Chief Ben Tennesen**

##### **A. Budget Review**

Chief Tennesen reviewed the 2026 year-to-date budget.

#### **XIII. OLD BUSINESS**

##### **A. 2025 Engineer Promotional Exam**

The exam is scheduled for May 19-21.

B. 2026 Captain Promotional Exam

1. Ratify and Post Final Scores and Establish Eligibility Register

**MOTION: It was moved by Vince Harris and seconded by Danny Turney to ratify the final scores of the 2026 Captain Promotional Exam and to post the results of the exam on April 14, 2026. The motion was voted upon and carried.**

C. 3<sup>rd</sup> Grade Firefighter Recruit Class 25-01 Written Exam

1. Ratify and Post Final written scores

**MOTION: It was moved by Danny Turney and seconded by Jerry Cassel to ratify the final scores of the 3<sup>rd</sup> Grade Firefighter Recruit Class 25-01 Written Exam and to post the results of the exam on April 14, 2026. The motion was voted upon and carried.**

#### **XIV. NEW BUSINESS**

A. 2026 Lieutenant Promotional Exam

1. Contract

**MOTION: It was moved by Vince Harris and seconded by Danny Turney to approve the contract for the 2026 Lieutenant Promotional Exam as presented. The motion was voted upon and carried**

2. Notice

**MOTION: It was moved by Jim Roos and seconded by Vince Harris to approve the notice of examination for the 2026 Lieutenant Promotional Exam as presented and to approve the notice for posting on April 14, 2026. The motion was voted upon and carried.**

3. Reading List

**MOTION: It was moved by Susan Emsbo and seconded by Peggy Valdez to approve the reading list for the 2026 Lieutenant Promotional Exam as presented. The motion was voted upon and carried.**

B. Certify the Top Three Names from the Eligibility Register for the Rank of Captain and the Top Four Names on the Eligibility Register for the Rank of Lieutenant.

**MOTION: It was moved by Danny Turney and seconded by Jerry Cassel to certify the top three names from the eligibility register for the rank of captain (Collin Stookey, Matt Marfil, Kyle Loupee) and certify the top**

**four names from the eligibility register for the rank of lieutenant (Jason Reynolds, Brent Bulbuk, Colin Fay, AJ Kallweit). The motion was voted upon and carried.**

C. Selection Process for New Civil Service Committee Members

President Brewer announced that Committee member Ann Paul resigned from the Committee effective April 1, 2026. The Committee discussed opening the interview process to fill two vacancies on the Committee. Applications are expected to open in July or August 2026.

**XV. OTHER MATTERS**

Peggy Valdez requested additional clarification regarding Rules and Regulations 2.5.2. Chief Metz and the committee engaged in a productive discussion on the topic.

**XVI. EXECUTIVE SESSION**

None.

**XVII. ADJOURNMENT**

**MOTION: There being no further business to be presented, it was moved by Danny Turney and seconded by Susan Emsbo to adjourn the regular meeting of the West Metro Fire Protection District Civil Service Committee. The motion was voted upon and carried.**

The meeting adjourned at 7:17 p.m.

Recording Secretary: /s/ Kara Urland

/s/ Kim Brewer