

West Metro Fire Protection District Civil Service Committee Meeting Minutes

June 9, 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 – Absent, Excused
Member Jim Roos – Present
Member Danny Turney – Present, via Teams
Member Peggy Valdez – Present
Board Liaison Don Sherman – Present

MOTION: It was moved by Jerry Cassel seconded by Jim Roos, to accept Committee Member Vince Harris an excused absence for the June 9, 2026, meeting. The motion was voted upon and carried.

Also present were Assistant Chief Ben Tennessen; Lieutenant Jon Beattie representing IAFF Local 1309, via Teams; 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 Peggy Valdez to accept the agenda for the regular meeting of the West Metro Fire Protection District Civil Service Committee of June 9, 2026, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

MOTION: It was moved by Jerry Cassel and seconded by Susan Emsbo to approve the minutes of the regular meeting of the Civil Service Committee dated May 12, 2026, as presented. The motion was voted upon and carried.

VI. REPORT OF THE FIRE CHIEF – Assistant Chief Ben Tennesen reported on behalf of Fire Chief Jeremy Metz

Chief Tennesen provided an update on behalf of Fire Chief Jeremy Metz regarding the upcoming Community Fire Academy. The Committee was advised that the Academy is scheduled to begin on August 19, 2026, and will consist of four sessions. Application materials and additional program information will be made available beginning June 15, 2026. The Committee was further informed that all District fire stations will host open house events this fall, providing community members with the opportunity to tour their local fire station, meet District personnel, and learn more about District operations, programs, and services.

VII. REPORT OF THE TRAINING CHIEF – Assistant Chief Ben Tennesen

Construction for the burn building at the Training Center will begin next week with the delivery and assembly of the new training structure.

The second year of the Officer Academy, an internal leadership development program designed to prepare newly promoted officers for their leadership roles by providing consistent training, professional development, and standardized leadership expectations across the District. Due to the program's continued success, participation will become mandatory for all future officers.

The District will also welcome its next recruit academy 26-02 next week. Recruits will begin the onboarding process, including testing and equipment fittings. The academy is expected to be one of the largest in recent years, with approximately 30 recruits from West Metro Fire Rescue and additional participants from Castle Rock Fire and Arvada Fire.

Academy participants will have the opportunity to take part in an optional research study being conducted in partnership with George Mason University. The study will evaluate recruit recovery following physically and mentally demanding training days, providing valuable data that may help improve academy structure and firefighter wellness initiatives in the future.

Camp Ember was held at Arvada Fire Training Center last week with huge success.

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

No report.

IX. REPORT OF BOARD LIAISON – Secretary Don Sherman

Mr. Don Sherman reported on the May 19, 2026, board meeting. The next board meeting is scheduled for June 16, 2026.

X. REPORT OF THE UNION – Lieutenant Jon Beattie

Appreciation was given to the Committee who participated in the recent engineer promotional examination, recognizing the significant time and effort required to administer the process.

Discussions from the recent Colorado Professional Fire Fighters annual convention focused on the need for additional revenue among fire departments. Many departments across the metro area are pursuing sales tax or mil levy measures this November to address funding needs and promote long-term financial stability. It was noted that the District is not alone in exploring these funding options.

Information was shared regarding a recent structure fire in which two firefighters sustained minor burn injuries. Both firefighters were treated and released and are expected to return to work. The firefighters are reported to be in good spirits and recovering well. A civilian fatality occurred during the incident, and the fire remains under investigation.

XI. REPORT OF THE RCS COMMITTEE – Lieutenant Jon Beattie

Preparations are underway for the next recruit academy 26-02, with 30 new firefighter recruits scheduled to complete their gear fittings next week.

Applications for the upcoming spring academy 27-02 are currently open. Several Physical Agility Test (PAT) sessions have been scheduled and are available for prospective candidates to sign up for.

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

1. Ratification and Post Final Scores

MOTION: It was moved by Peggy Valdez and seconded by Jerry Cassel to ratify the final scores of the 2025 Engineer Promotional Exam and to post the results of the exam on June 9, 2026. The motion was voted upon and carried

B. 2026 Lieutenant Promotional Exam

The kickoff meeting was held last week for preparations for the upcoming exam. Applications are currently being accepted through August 5, 2026. The written examination is scheduled for September 10, 2026. Candidates who successfully advance in the process will participate in the assessment center portion of the examination, which is scheduled to take place during the week of September 28, 2026

C. Selection Process for New Civil Service Committee Members

The District is advertising the Committee vacancies in local newspapers, on social media platforms, and on the District's website. Interviews for the vacancies are scheduled to be conducted at the July 14 meeting.

D. Firefighter 3rd Grade Recruit Class 25-02 Written Exam

Applications are currently being accepted through August 12, 2026. The written examination is scheduled for September 22, 2026.

XIV. NEW BUSINESS

- A. Certify the Top Three Names from the Eligibility Register for the Rank of Assistant Chief, Certify the Top Three Names from the Eligibility Register for the Rank of Captain, Certify the Top Four Names from the Eligibility Register for the Rank of Lieutenant, and Certify the Top Six Names from the Eligibility Register for the Rank of Engineer.**

MOTION: It was moved by Jerry Cassel and seconded by Jim Roos to Certify the Top Three Names from the Eligibility Register for the Rank of Assistant Chief (Dan Wenger, Aaron Johnson, Brett Burke), Certify the Top Three Names from the Eligibility Register for the Rank of Captain (Matt Marfil, Kyle Loupee, Charles Rapp), Certify the Top Four Names from the Eligibility Register for the Rank of Lieutenant (Colin Fay, AJ Kallweit, Ronald Peterson, Travis Griffin), and Certify the Top Six Names from the Eligibility Register for the Rank of Engineer (Mitchell Nachreiner, Jacob Glime, Jeffery Orbino, Trevor Diaz, Peter Neal, Chelsea Martinez). The motion was voted upon and carried.

XV. OTHER MATTERS

Committee member Jim Roos resigned from the Committee effective June 9, 2026. The Committee thanked him for his time, dedication, and volunteer service to the Civil Service Committee. He was presented with a plaque from the District in recognition of his service.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented, it was moved by Jim Roos 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 6:31 p.m.

Recording Secretary: /s/ Kara Urland
/s/ Kim Brewer