

RECORD OF PROCEEDINGS

West Metro Fire Protection District
Civil Service Committee Meeting
May 13, 2025

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 6:02 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 available remotely via Teams.

II. ROLL CALL

President Kim Brewer	Present
Vice President Susan Emsbo	Absent - Excused
Member Christina Cosentini	Present - Remotely via Teams
Member Leo Johnson	Present
Member Jim Roos	Present
Member Danny Turney	Present - Remotely via Teams
Member Peggy Valdez	Present
Board Liaison Don Sherman	Present

Also present were Division Chief Doug Hutchinson; 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 Leo Johnson and seconded by Jim Roos to accept the agenda for the regular meeting of the West Metro Fire Protection District Civil Service Committee of May 13, 2025, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

MOTION: It was moved by Leo Johnson and seconded by Peggy Valdez to approve the minutes of the regular meeting of the Civil Service Committee dated April 8, 2025, as presented. The motion was voted upon and carried.

VI. REPORT OF THE FIRE CHIEF – Division Chief Doug Hutchinson reported on behalf of Fire Chief Don Lombardi

Chief Hutchinson provided an update to the committee regarding the transition related to the movement of the Fire Chief position. He reported that the process is going well and has been smooth thus far. No major concerns or issues were noted.

VII. REPORT OF THE TRAINING CHIEF – Division Chief Doug Hutchinson

The Driver/Operator Pumper course has successfully graduated 10 participants, who are now working on their task books at their assigned stations. The Officer Academy was held last week, with 22 acting lieutenants and two newly promoted lieutenants in attendance. We are currently awaiting feedback from the participants to help us assess what aspects of the academy were most effective and identify areas for improvement. Our goal is to continuously evolve the program, which will become an annual, week-long class for all new and prospective lieutenants.

Recruit Academy 25-01 is progressing well. Recruits are currently preparing for their Firefighter I and II written and practical exams. Additionally, the City of Wheat Ridge contacted us about a property near 41st and Kipling that will be made available for acquired structure training throughout the summer.

The remodel at the Training Center is moving forward as planned. Active Threat planning is also underway in preparation for the upcoming exercise scheduled for August 6, 2025.

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

None.

IX. REPORT OF BOARD LIAISON – Secretary Don Sherman

Mr. Don Sherman reported on the April 15, 2025, board meeting. The next board meeting is scheduled for May 20, 2025.

X. REPORT OF THE UNION – Lieutenant Jon Beattie

Colorado Fallen Firefighter Foundation Remembrance Ceremony is scheduled for Saturday, May 17, 2025, at 10:00 a.m., located at the Colorado Fallen Firefighter Memorial, 470 S. Allison Parkway, Lakewood, CO.

Wishes and Heroes Benefit Concert will be held on Saturday, June 21, 2025, at Breckenridge Brewery. Doors open at 3:00 p.m. This annual event supports the Colorado Professional Firefighter Foundation and Make-A-Wish Colorado, offering live music, food, drinks, dancing, and activities for families.

The Fiscal Firehouse podcast recently featured Fire Chief Don Lombardi in a new episode, now streaming on all major platforms.

XI. REPORT OF THE RCS COMMITTEE – Lieutenant Jon Beattie

The RCS Committee held their Q2 meeting in April to review and discuss the recruitment process. The Committee continues to focus on refining the hiring practices by evaluating what is working well and identifying areas for improvement. Overall, they expressed confidence in the current administration of the process.

Looking ahead, the Committee plans to enhance recruitment advertising efforts and is optimistic about the direction moving forward. Budget considerations remain a concern and will be revisited in future discussions. The next Committee meeting is scheduled for July.

Additionally, 26 applicants have been selected to enter the background investigation phase for Recruit Academy 25-02.

XII. FINANCIAL REPORT – Division Chief Doug Hutchinson

A. Budget Review

XIII. OLD BUSINESS

A. Selection Process for Three New Civil Service Committee Members

Interviews for three new Civil Service Committee members are scheduled for July 8, 2025. The application deadline is set for May 23, 2025. Details regarding the selection process and scheduling were reviewed and confirmed.

B. 2025 Engineer Promotional Exam

An exercise brainstorming session to prepare for the upcoming 2025 Engineer Promotional Exam is scheduled for May 28, 2025.

XIV. NEW BUSINESS

A. 2025 3rd Grade Firefighter Promotional Exam 24-02

1. Notice

MOTION: It was moved by Leo Johnson and seconded by Jim Roos to approve the notice of examination for the Engineer Promotional Exam as presented and to approve the notice for posting on May 13, 2025. The motion was voted upon and carried.

2. Reading List

MOTION: It was moved by Leo Johnson and seconded by Danny Turney to approve the reading list for the 3rd Grade Firefighter Promotional Exam 24-02 as presented. The motion was voted upon and carried.

- B. Certify the Top Three names from the Eligibility Register for the Rank of Assistant Chief, the Top Three names from the Eligibility Register for the Rank of Captain, the Top Three names from the Eligibility Register for the Rank of Lieutenant, and the Top Three names from the Eligibility Register for the Rank of Engineer

MOTION: It was moved by Leo Johnson and seconded by Jim Roos to certify the top three names from the eligibility register for the rank of assistant chief (Kevin Reichenbach, Mike Binney, Brendan Finnegan), to certify the top three names from the eligibility register for the rank of captain (Russell Floyd, Michael Mulcahy, Daniel Shannon), certify the top three names from the eligibility register for the rank of lieutenant (Shane Finley, Cale Soole, Matthew Biery), to certify the top two names from the eligibility register for the rank of engineer (Laurence Shute, Jared Cooper). The motion was voted upon and carried.

XV. OTHER MATTERS

- A. Presentation to Mr. Johnson in Recognition of 32 Years of Dedicated Service

Local 1309 honored Mr. Johnson with a commemorative plaque in recognition of his 32 years of dedicated service to the community. The presentation acknowledged his longstanding commitment and contributions to the District and those he served.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented it was moved by Leo Johnson and seconded by Peggy Valdez 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 6:53 p.m.

Recording Secretary: /s/s/ Kara Urland

/s/ Kim Brewer