

**West Metro Fire Protection District
Civil Service Committee Meeting Minutes**

September 8, 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 Tom Clayton – Present
Member Vince Harris – Present, via Teams
Member Cheryl Joseffy – Present
Member Danny Turney – Present
Member Peggy Valdez – Present
Member Dean Wahl – 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 Dean Wahl and seconded by Susan Emsbo to accept the agenda for the regular meeting of the West Metro Fire Protection District Civil Service Committee of September 8, 2026, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

MOTION: It was moved by Tom Clayton and seconded by Danny Turney to approve the minutes of the regular meeting of the Civil Service Committee

dated August 11, 2026, as presented. The motion was voted upon and carried.

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

Chief Metz attended the International Association of Fire Chiefs Conference in Kansas City last month. He reported that artificial intelligence (AI) continues to be a significant topic within the fire service, with many conference presentations focused on how AI can be used to support fire service operations. Chief Metz also provided an update on the District's partnership with the City of Lakewood involving a first responder drone program. The District was awarded a grant, and one drone is currently operational at Station 4.

Chief Metz reported that, at the August Board meeting, a resolution was approved to place a sales tax measure on the November ballot. If successful, the measure is expected to generate approximately \$33-\$36 million in revenue. The measure will appear on the ballot as 7C. The District is currently preparing the 2027 budget based on the assumption that the ballot measure will not pass, while remaining optimistic about the outcome. Without the additional revenue, maintaining current operations may require the use of reserves.

Chief Metz also provided an update on the injured firefighter, Jarrod Leonard, who continues to recover at Craig Hospital. He recently spoke with Jarrod's wife, who reported that he is in good spirits and showing promising signs of recovery. His long-term prognosis remains uncertain. The organization will continue providing updates as appropriate. The chief noted that firefighter injuries have a significant impact throughout the District because of the close relationships among personnel.

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

Chief Tennesen reported that the District is hosting a wildfire demonstration at the Training Center in September. The demonstration will focus on building construction and how different construction standards affect a structure's ability to withstand wildfire. Two buildings will be constructed using different standards, and the event will include a simulated shower area with embers to demonstrate how fire and embers affect structures. The event is expected to include builders, insurance representatives, elected officials, and other community partners. Considerable planning is underway.

Chief Tennesen also reported that the recruit academy is progressing well, with 35 recruits currently participating.

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

No Report.

IX. REPORT OF BOARD LIAISON – Secretary Don Sherman

Mr. Don Sherman reported on the August 18, 2026, board meeting. The next board meeting is scheduled for September 22, 2026.

X. REPORT OF THE UNION – Lieutenant Jon Beattie

Lieutenant Beattie reported attending the International Association of Fire Fighters (IAFF) Convention in Arlington, Texas, where union leaders gathered to discuss organizational business. No significant new business or resolutions were reported. Lieutenant Beattie expressed appreciation for the overwhelming support shown by union members, retirees, and the organization for Jarrod Leonard and his family during his recovery. More than \$75,000 has been raised to assist the family. Lieutenant Beattie also reported that the IAFF Fallen Firefighter Memorial will take place on September 19, honoring more than 200 fallen firefighters. Over the next several months, the union will focus its efforts on campaigning and supporting the upcoming ballot measure 7C.

XI. REPORT OF THE RCS COMMITTEE – Lieutenant Jon Beattie

Lieutenant Beattie reported that the hiring process will continue over the next two weeks, with approximately 101 candidates scheduled for oral boards. West Metro received more than 1,000 applications, the highest number reported in recent hiring cycles. The candidate pool remains highly competitive and qualified. The number of recruits for the spring academy has not yet been determined, and additional information will be provided as the process progresses.

XII. FINANCIAL REPORT – Assistant Chief Ben Tennesen

A. Budget Review

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

XIII. OLD BUSINESS

A. 2026 Lieutenant Promotional Exam

The application deadline has closed, with 24 applicants. The written examination is scheduled for September 10, 2026, followed by the assessment center during the week of September 28, 2026.

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

The written examination is scheduled for September 22, 2026.

- C. Request for Proposals (RFP) for Promotional Testing Administrative Services
– Proposal Review

Three presentations regarding the RFP.

6:30 p.m. – Emergency Service Consulting International

7:00 p.m. – OFT Consulting

7:30 p.m. – CPS HR Consulting

Following committee discussion, this item was tabled until the October 13, 2026 meeting.

XIV. NEW BUSINESS

- A. Certify the Top Three Names from the Eligibility Register for the Rank of Engineer.

MOTION: It was moved by Danny Turney and seconded by Peggy Valdez to certify the top three names from the eligibility register for the rank of engineer (Matthew Anderson, Melissa Weiby, Alan Brown). The motion was voted upon and carried.

XV. OTHER MATTERS

- A. Discussion of Committee Photos: Scheduling Date and Time

The Committee discussed scheduling group and individual photos. It was agreed that photos will be taken on October 13, 2026, at 5:30 p.m., prior to the regularly scheduled meeting.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented, it was moved by Susan Emsbo and seconded by Danny Turney 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 9:11 p.m.

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