



Nederland Fire Protection District

Board of Directors Meeting

April 21st, 2021

- **Roll Call:**

Iain Irwin-Powell	President	present via Zoom
Patrick Richardson	Vice President	present via zoom
Todd Wieseler	Treasurer	present via zoom
Ray Willis	Secretary	present via Zoom
Henry Zurbrugg	Director	present via zoom
Rick Dirr	Chief	present via zoom

- **Meeting called to order @ 1902**

- **Motion to approve March 3rd minutes with correction of Narcotics Handling**
Approved 5-0-0

- **Treasurers Report**

Savings	\$506,359.68
Checking	\$17,946.56
Capital Reserves	\$6,579.72
Total Funds	\$530,885.96
Total Reserves	\$237,454.98
Total Unreserved Funds	\$306,635.38

- **Chief's Report**

- Fire Marshall Rik Henrikson was recognized by the Town of Nederland's Administrator, Karen Garrity, for outstanding performance.
- The Town of Nederland has chosen to adopt the 2018 Fire Codes.
- Big Springs Egress:
 - Town Administrator Karen Garrity, submitted a grant for \$600K in funding for the egress project, some of which will go towards evaluating the Doe Trail Wetlands Area.
 - Chief Dirr is scheduled early May to meet with Town of Nederland Board of Trustees, and Parks and Recreation and Open Space Advisory Board, looking at additional alternatives
- NFPD is delivering the annual RT130 Wildland Refresher with some "On-Line" courses, and will hold Practical Shelter Deployment May 15th.
- 3 of our current Rookies/Recruits are signed up for Initial S130/190 Wildland class in June.
- As of this date, we have only received 1 application for the Shift Officer position, and are in the process of forming a Hiring Interview Committee, which will determine

whether to move forward with hiring this applicant, or re-post the position. Looking to schedule an interview on 4/27/2021.

- Starting to see some of our new applicants/rookies showing up for trainings and calls
- Jim recently created a spreadsheet showing membership certifications, which will help create a “Membership Development Plan”.
- Chief Dirr and Rik Henrikson recently attended Department of Fire Prevention and Control “Wildland Deployment and Billing” refresher.
- Chief Dirr extends a “Thank You” to the Nederland Fire Protection District’s Board of Directors, for finding and funding the New Water Tender. And a “Thank You” to Captain Charlie Schmidtman and Board President Iain Irwin-Powell for going to Henderson Nevada to pick it up.
- Along with getting Graphics for the new tender, NFPD will update the numbers of some of the older trucks that need it.
- Chief Dirr, Captain Charlie Schmidtman, and Lieutenant Dan Vinnola, continue with programming radios.
 - Gilpin County has moved to 800mhz Radios, therefore it might become necessary for NFPD to acquire some in the future.
- Rik Henrikson found the “Community Foundation Preparedness Grant”, and has requested 4 new Bendix-King Radios.
- 2021 State EMS Grant Hearing on April 21, 2021, went well
- **Ambulance Licensing,**
 - Inspections have been completed, and we are currently submitting required paperwork.

- **Old Business:**

- NFPD Board President Iain Irwin-Powell stated that when he and Captain Charlie Schmidtman picked up the new tender, that Fire Trucks Unlimited performed a pump test for them.
- NFPD Board President Iain Irwin-Powell extends a “Thank You” to Captain Charlie Schmidtman for taking the time to join him in traveling to Henderson Nevada, to pick up the new Water Tender.
- NFPD has received the final results regarding “Gender Discrimination Complaint”, that was filed back in November 2020.
 - NFPD had CPS hire a 3rd party investigator to investigate the accusations.
 - ✓ The Investigator concluded that, “*There were no Policy Violations, and no Hostile Intent*”. Furthermore, the Investigator stated that there was a “*Legitimate and Professional Intent*” regarding the comments in question.
 - The Investigator made some recommendations for the Fire District:
 - ✓ To engage in a “Collaborative Development Process”, to reduce confusion between the Board of Directors, and Membership, to review and revise the district’s Handbook.
 - ✓ The Investigator pointed out areas that need clarification, which include 3 definitions of’ 1) Employee, 2) Volunteer, 3) Reserve, 4) Retired, and how a “Conduct Policy” is applied across these groups
 - ✓ Another recommendation is for the District to review its “Complaint Procedures & Protocols”, and the identification of timelines.

- ✓ The Investigator recommended the consideration of the District to arrange for a “Diversity Act” to include training focusing on “Sex & Gender & General Expression”, for all District members.
 - ✓ The Investigator recommended review of the Personnel Policy, Recruiting, Promoting, and Discipline, to ensure all acts are uniformly applied across all possible member groups and circumstances.
 - The NFPD Board of Directors accepts the Investigators Final Decision, and will work on Revising the Policy Manual.
- **New Business**
 - NFPD Board President Iain Irwin-Powell spoke to CPS in 12/2020 about revising the Employee Policy Manual. CPS proposed a complete re-write of the entire Policy Manual. Their cost estimate is \$6410.00
 - Discussion about a full re-write vs modifying the existing manual, and whether to do it in house or hire CPS.
 - Need to schedule Pump and Hose Testing.
 - Need to schedule Vehicle Inspections
 - **Narcotics Handling**
 - Discussion of individualized access codes vs. Locks vs. Safes, and inventory accountability.
 - Discussion of whether to stock 5622 with full ALS Narcotics at station 2, or possibly switching out 5622 to a “Quick Response Vehicle”.
- **Motion to make 5622 a BLS Ambulance with the ability to Lock Narcotics, and become ALS under certain circumstances where the 2 primary ambulances are either out for maintenance, or in use for a Special Event.**
 - Motion Approved 5-0-0
- **Motion to approve the Expenditure for the purchase of either Locks or Safes, allowing Chief Durr to determine which is better suited for our purpose**
 - Motion Approved 5-0-0
 - Recognition of Rookie J Hill obtaining his CPR Instructor Cert.
 - Recognition of Larissa Reinhard, Joe Luna, and Alex Olivas, all achieving FF1
 - Recognition of Joe Luna obtaining his FF2 Cert
 - Congratulations to Rik Henrikson for the Town of Nederland Award.
 - Congratulations to Captain Charlie Schmidtman, and Dan Vinnola, for obtaining “Live Burn Instructors”.
- **Motion to go into Executive Session**
 - Approved 5-0-0
- **Meeting adjourned for Executive Session @ 21:21**

- **Regular Public Meeting of the Nederland Fire Protection Districts Board of Directors meeting resumed at 22:01**
 - The Executive Session discussed how to close out Chief Durr's Formal P.I.P. Monitoring Period

- **Motion to allow CPS to conduct a Survey of Staff & Volunteers regarding their interactions with Chief Durr, during this P.I.P. period**
 - Motion Approved 5-0-0

*Meeting adjourned at 2210 hrs.
Next Meeting is May 19th, 2021 @ 1900hrs.*