



Nederland Fire Protection District

Board of Directors Meeting July 1st, 2020

- **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 @ 1912**

- **Motion to approve agenda**
 - Approved 5-0-0

- **Motion to Approve June 3rd Minutes**
 - Approved 5-0-0

- **Treasurers Report from 6/30/2020**

Savings	\$605,111.59
Checking	\$16,873.36
Capital Reserves	\$24,667.10
Total Funds	\$646,660.33
Total Reserves	\$316,561.05
Accounts Receivable	\$0.00
Paid not Expensed	\$0.00
Expensed but not Paid	\$20,347.06
Total Unreserved Funds	\$309,752.22

- **Iain presented a Monthly Income & Expense chart/graph**
- **Patrick has requested Receipts for all NFPD Credit Card purchases**

- **Chief's Report**
 - 175 calls YTD
 - Lengthy CPR call, turned out Code Black
 - 2 Chopper Go calls
 - M/C down embankment in boulder Creek
 - Backcountry Medical at 4th of July
 - A lot of Illegal Campfires
 - Keeter Trucking came up and did Department of Transportation Inspections, and identified areas that need work.

- 5653 has a brake issue
- 5601 is currently at their shop having a rear hub replaced
- Swapped Radios on ATV with 5624
- 5623 is ready for donation to IPFPD
- Hotsy went in for repairs
- 5653 now has N95 masks
- Chief Dirr & Dan Vinnola continue to program 800 Radios
- Big Springs Egress continues to move forward utilizing the “J.V.A.” Switchbacks
- Chief Dirr is working on a Daily Activity Plan for the Shift Officers, and an Apparatus spreadsheet & Station Chores.
- Received our last Extrication Tool from the EMS Grant
 - Scheduled for the manufacturer to give a live demo on July 11th.
- Received notification of Success on the EMS Grant for Defibrillators. Won’t be ordering until September.
- Completed body work on 5622
- Old 5631 has been modified with a winch to transport the ATV’s
- Submitted our proposal to adopt the 2018 fire codes to ISO.
- Rik Henrikson is coordinating Hydrant testing with Public Works
- **Iain’s Statement:**
 - *In May 2020, the Board received a complaint of a “Hostile Work Environment” at Nederland Fire. In order to impartially investigate that claim, the Board decided to retain the services of “Employment Compliance Solutions” (ECS) to carry out an inquiry. After an initial inquiry, ECS found that the claim did not match the legal criteria for Hostile Workplace. The legal requirements for such a claim are:*
 - ❖ *Harassment or Discrimination against a Protected Group. Protected Groups are defined by age, gender, gender orientation, religious beliefs, race, color, national origin, disability, and reprisal.*
 - *However, based on the inquiry, they did warn the Board that the Environment at Nederland Fire could be judged as an “Unpleasant Work Environment”, and advised the Board to carry out a “Climate Review”, to find out if that is true, and remedy the situation. A Climate Review interviews all employees (both staff and volunteers) to gain a clear picture of the work environment.*
 - *At this time the Board intends to continue the Climate Review as an internal process to ensure that we understand the organization may be affected. It is important to note that the work environment is influenced by many factors and events, and that no one person nor incident describes the whole picture.*
 - *The Board is committed to ensure that Nederland Fire fosters an inclusive environment free of any harassment or discrimination. We believe that such an environment is vital for the continued success of the department.*
 - *The Board continues to investigate the other allegations, and will report back when we have concluded those.*
 - The board will conduct interviews with the members, to get the understand better the culture of the department.
- **Old Business**
 - Insurance & Pension Plan Complaint:
 - Request to obtain 3 estimates from 3rd party Human Resource Vendors
 - Station Cleanup:

- Still working on St-2.
- Vehicle Disposal:
 - 5623 is ready for IPFPD to pick up
 - Chief Dirr has expressed interest in his old command vehicle.
 - Possible of an interest in 5625
 - Discussion of repairs vs replacement of 5642
 - 5642 removed from services pending replacement
- 5624 Trans Shimmy;
 - Chief Dirr and Charlie Schmidtman took 5624 for a test drive to top Rainbow Lakes and back to try to duplicate the problem, but were unable to replicate. Returned to St-1 and removed the Rear Axle, drove to Rogers Park and no shimmy.
 - Keep in mind that all the old hydraulic extrication tools have been removed and replaced by battery operated tools, thus the weight of the vehicle is quite less.\
 - Plan is to take it to “Keeter Trucking”, and have it place on their Dyno-tune.
- It was pointed out, that if we had to Alter the direction of our Board of Directors Election as a result of COVID, that we can file a claim for any expense beyond what it would normally cost.
- Ryan has supplied Iain with Volunteer Firefighter Maintenance cost
- Vehicle Maintenance Contract:
 - Address the items that Keeter has pointed out first
- Pump, Hose, and Ladder Testing:
 - Discussion of the need to test Ladders every year, opposed to every 3-5 years, based on how little usage they get.
 - Request to create a line item for Pump & Hose testing, into the 2021 Budget
- CPAW:
 - They analyze the construction of town, it’s surrounding Area, Wildland and Urban interface. They take all of that into account and make suggestions about Egress, and how to move forward with the building code.
- **New Business:**
 - Discussion of how to format, and categorize line items for the 2021 Budget
 - Alex Olivas has stepped down from being the proprietor of Pulaski, due to little or no support and direction from the leadership.
 - Discussion about Staffing & Volunteer Coverage, whereas we have 20+ volunteers but only about 5-6 who are active.

*Meeting Adjourned at 2121hrs
Next Meeting is August 5th, 2020 at 1900hrs*