



Nederland Fire Protection District

Board of Directors Meeting December 15th, 2021

- **Roll Call:**

Iain Irwin-Powell	President	present via Zoom
Guy Falsetti	Vice President	present via zoom
Todd Wieseler	Treasurer	present via zoom
Russ Panneton	Director	present via Zoom
Jessica Mc Elvain	Director	present via zoom
Charlie Schmidtman	Interim Chief	present via zoom

- **Motion to Approve Agenda**

- Approved 5-0-0

- **Treasurers Report**

Savings	\$522,099.06
Checking	\$11,001.59
Capital Reserves	\$6,580.16
Total Funds	\$539,680.81
Total Reserves	\$210,119.07
Total Unreserved Funds	\$312,832.28

- **Chief's Report:**

- 389 calls YTD
- Have agreed with the city of Black Hawk to take possession of the "Burn Building".
Necessary to disassemble it in order to transport to Nederland
 - NFPD Board to approve hiring an Engineer to Pour Concrete for the Foundation
 - Town of Nederland has donated land next to the Public Works Facility
- NFPD Awards/Christmas Party is scheduled for December 18th, 2021 at Chautauqua Park in Boulder
- Charlie has been working with Boulder Cnty on a request for "Solutionality" on a new Ambulance Service. AMR has 1 more year of extension.
- On December 16th, 2021 NFPD will host a "State of Department" meeting.
- Our current Physicians Advisor, Todd Dorfman, is retiring December 31st, 2021. Charlie has been working with Boulder Cnty and BCFFA in the process of choosing a new one.
- HR will be auditing personnel files
- NFPD has hired Michael Scott as the new Fire Chief for the Nederland Fire Protection District, with a start date of January 3rd, 2022.
 - Chief Scott will need to be set up with an NFPD Cell Phone.

- Chief Scott has proposed to have a “Staff Cell Phone”, due to a concern regarding the Colorado Open Records Act, where it is possible that your personal phone could be taken into custody.
 - Charlie has competed 10 job descriptions, and 22 new S.O.G’s
 - NFPD will have a “Work Session” on December 19th, 2021, with an attempt to finish cleaning out closets (under stairwell) and Station 2
 - Charlie is picking up 2 “Motorized Desks”, for Work Station, for members who do Shifts and work on projects.
 - Heater above 5631 is non-operative
 - Several Bay Doors need to be Repaired, Re-Aligned, or Lubed
 - 5601 needs Rear Axle Rebuilt. Approx.6-7 weeks
 - Charlie has been speaking with Andrew Goldman Chief of Sugar Loaf Fire, to possibly write a “Joint Grant”, to try to get New Engines for both departments.
 - Discussion about the need to create an “Apparatus Replacement Plan.
- **Motion to Proceed with Repairs to 5601 Up to \$15K**
 - Approved 5-0-0
 - 5617 needs a lot of work. Discussion to concentrate on Safety Items., and not to worry about the leak from the Turntable at this time, as it does Not impede the operation of the aerial.
 - Proceed with replacing the Pump Primer Motor, the Aerial Handrails, and Valves.
 - Question, whether by not fixing the leak at the Turntable
 - Will the truck pass inspection? And will it affect ISO?
 - The truck will Not pass State Inspection however it Not affect ISO.
 - We are addressing all the Safety issues.
 - We have had several serious EMS calls, which have involved the use of the new “Lucas Compressor”, and the new Life Packs”, and have had lifesaving results.
 - Charlie wishes to move towards having some kind of “Address Sign Campaign” to make them more visible.
 - Recently installed a new 5ghz Internet Router upstairs at ST-1
 - New Image Trend Software has been ordered
 - Re-negotiated or Dish Network Contract
- **New Business:**
 - Discussion to do a “Mail-Ballot Election’.
- **Motion to adopt Resolution 2021-10**
 - To designate James Harrison as the 2022 NFPD Board of Directors Election DEO.
 - Approved 5-0-0
- **Discussion of NFPD 2021 Safety Assessment and Recommendation for Remediation**
 - See Insert

2021- NFPD Safety Assessment and Recommendations for Remediation

PPE

Threats

- N95s are not fit tested
- Inability to fit test SCBA masks in-house
- No defined second set of bunker gear for use when the primary set of bunker gear is contaminated
- No recurring replacement plan or policy for structure or wildland PPE
- Inability to repair PPE in-house
- Lack of personal air-purifying respirators (PAPRs) or goggles that are functional with N95 masks for close contact with infectious patients during aerosolizing procedures (cpap, intubation, etc.)
- Not enough radios for every single "riding position" (or every member in our case)

Opportunities

- 1-Year
 - Establish N95 fit testing capabilities and test all staff for N95 fit
 - Create a schematic and budget plan for continual replacement of PPE
 - Procure a fit testing machine and train staff on administration of fit testing
 - Procure repair equipment and certify staff in PPE repair
- 3-Year
 - Continue to purchase bunker gear annually and cycle gear into "reserve" status at five years of service
 - Continue to purchase wildland gear annually to replace damaged and worn gear as needed
 - Establish a large enough bank of high-quality packset radios to supply every member and include additional station reserves
- 5-Year
 - Retire all PPE after ten years of service, regardless of primary or reserve use position

OPERATIONS

Threats

- Incident staffing does not meet standard concerning personnel deployment and response times to fires and medical emergencies (NFPA 1710/1720 standards)
 - Occasional status 1 response
 - Unable to ALWAYS work in teams of two
 - Inability to follow "two in, two out" in IDLH environments
- Fire officers are not all trained to Standard for Fire Officer Professional Qualifications (NFPA 1021 standards)
 - FO-I certifications needed
- No NFPA 1521 Incident Safety Officer designation
 - Not enough staff trained and certified in NFPA 1521 Incident Safety Office (ISO) standards
 - Safety Officers are not routinely appointed on scene
- No standardized hazard zone command training
- Special operations do not have defined teams & specialists
 - Skill dilution
 - Equipment neglect
- Extended turn out times for critical apparatus & personnel
 - Delayed scene size-up
 - Increased exposure to misappropriation of resources
- No incident accountability system is in place
 - No Incident accountability SOP
- No defined rehab protocol for working incidents
- RIT / RIC crews are not trained, established, or deployed for working incidents
 - No RIT SOGs
 - No RIT bags
- No SOG in place for responding to incidents involving or with the potential for violence
- No procedure or policy in place for accident investigation
 - Vehicle
 - Personal injury
- No SOGs in place for late / second arrivals to Station
 - Identifying threats: Less experienced FFs may either make inappropriate response decisions or miss out on valuable experience
 - Unclear on how expectations differ based on who is expected to arrive next
 - No system in place to keep updated information on certs and expectations

Opportunities

- 1-Year
 - Implement scheduling software to ensure adequate minimum district coverage at all times
 - Facilitate Captain training to NFPA 1021 standards
 - Implement Blue Card hazard zone management protocols
 - Facilitate Incident Safety Officer trainings
 - Develop and implement Incident Safety Officer protocols
 - Investigate alternative deployment models to facilitate quicker turn out times
 - Develop and implement an on-scene accountability system
 - Accountability tracking hardware
 - SOGs
 - Develop and implement defined on-scene rehabilitation protocols
 - Purchase factory RIT bags from SCOTT
 - Develop RIT SOGs (Structure and Wildland)
 - Develop and implement RIT-specific training
 - Develop and implement a SOG regarding responding to violent or potentially violent incidents
 - Create accident (IWI) mitigation and investigation policies
 - District vehicle MVA
 - On duty injury
 - Accident near miss review
 - Late / Second Arrivals
 - Documentation: Decision tree posted in Radio Room
 - Training: Review decision tree as part of Rookie Academy
 - Create standardized response guidelines
- 3-Year
 - Define, develop, and implement designated specialized teams
 - Offer ISO function to neighboring districts
 - Create downed firefighter rescue kits
- 5-Year
 - Implement full staffing of crew of Station 1 to ensure rapid deployment of a minimum crew of four

TRAINING

Threats

- Unknown / inaccurate training schedules
 - Lack of optimized training for most frequent / highest risk (Risk / Frequency Matrix)
 - Lack of a method of prioritizing training, and communicating the method to all
- Lack of safe training props and equipment
- Lack of a central training platform with certification and training RMS
- Lack of NFPA 1403 certified instructors
- Lack of interoperability between districts

Opportunities

- 1-Year
 - Ensure Google Calendar is up-to-date with training times and subject matter, at the beginning of each year, for the full year
 - Gather attendance information well in advance (one week) to optimize for number of people and highest priorities
 - Continually analyze training needs and if the training needs are being met through a monthly training report
 - Digital training platform with certification management
 - Possible platform: Vector solutions
- 3-Year
 - Establish a full complement of training props and training facilities
 - Burn building
 - Static hose beds
 - Forcible entry prop
 - Wildland props
 - Designated training hose, SCBAs, tools etc.
 - Establish a robust group of NFPA 1403 certified instructors
- 5-Year
 - Lead in the development of a mountain interagency training division in cooperation with neighboring districts

CULTURE

Threats

- Poor / non-existent risk analysis
- Undeveloped safety-first culture and messaging
- No defined performance improvement pathway
- Undeveloped culture of fitness
- Lack of fitness standards
- Personnel do not receive NFPA 1582 annual physical
- Mismatched approach to safety and risk with neighboring agencies
- Poor communications with town may lead to loss of support for activities

Opportunities

- 1-Year
 - Develop a defined risk analysis policy and accompanying decision tree
 - Develop a performance improvement policy
 - Develop and implement steps to facilitate a safety first culture with consistent safety messaging
 - Bay door messaging
 - Safety report
 - Continue to encourage the development of a positive fitness culture
 - Peer fitness program
 - Implement NFPA 1582 physical examination for new hires and recruits
 - Implement community outreach program to demonstrate the value of the department
 - Run at least one volunteer academy a year for new recruits
 - Recruit at least 15 new volunteers a year
 - Attend at least 1 community event a month as NFPD representative (parades, farmers markets, school outings, birthdays, etc)
- 3-Year
 - Establish and implement annual fitness standards
 - Facilitate NFPA 1582 compliant physical exams
- 5-Year
 - Lead the development of an interagency safety culture and safety review committee

VEHICLES

Threats

- No defined Driver / Engineer training program or standards (NFPA 1002)
- No defined apparatus maintenance program (NFPA 1911 and NFPA 1915)
- Apparatus inventory and organization is inconsistent
- Inadequate apparatus hearing protection and hands-free communication
- Aging apparatus do not include standard safety features
 - Lap and shoulder restraints
 - Roll over protection
 - Adequate EV and driving lighting
 - Airbag configuration
 - Loose equipment mounting
 - ABS
- Many apparatus do not have appropriate tire style for NFPD mission profile, and some tires are beyond their lifespan
- Several apparatus do not safely meet the mission profile of NFPD (2-wheel drive vs. 4-wheel drive)

Opportunities

- 1-Year
 - Develop Driver and Engineer program with training standards
 - Define and implement maintenance program with documentation
 - Develop standardized apparatus inventory
 - Evaluate NFPD fleet individually for:
 - Standard safety features and possible mitigation
 - NFPD mission profile applicability and safety
 - Develop a replacement plan for all apparatus that can not be retrofitted with safety equipment in a satisfactory manner, or do not safely meet NFPD mission profile
- 3-Year
 - Spec all new, and retrofit all remaining apparatus with functioning hearing protection and communication headsets
- 5-Year
 - Complete replacement of all apparatus that can not be retrofitted with safety equipment in a satisfactory manner, or do not safely meet NFPD mission profile

FACILITIES

Threats

- Bunker gear not separated from vehicle exhaust (cancer risk)
- Fitness room is not separated from vehicle exhaust (cancer risk)
- Limited capacity of gear extractor
- SCBA compressor is approaching the end of its useful life
- Fitness equipment is aged beyond useful life and may present excess risk
- Trip hazards at Station 2
- Limited opportunities for safe in-station training

Opportunities

- 1-Year
 - Install doors between bunker room and vehicle bays
 - Cleanout / clean-up Station 2
 - Develop a 3-year fitness equipment replacement plan
- 3-Year
 - Enclose fitness loft from exposure to the apparatus bay
 - Complete a revamp of fitness equipment
 - Replace gear extractor with a higher capacity model
- 5-Year
 - Implement in-station training opportunities by utilization of "training by design" principles with remodels, etc.
 - Replace SCBA compressor with one that meets NFPA standards

References

- 1) NFPA Standards:
 - 1001- Standards for Firefighter Professional Qualifications
 - 1002- Standards for Fire Apparatus Driver/Operator
 - 1021- Standards for Fire Officer Professional Qualifications
 - 1403- Standards for Live Fire Training
 - 1521- Standard for Fire Department Safety Officer Professional Qualifications
 - 1528- Standards on Comprehensive Occupational Medical Program for Fire Departments
 - 1710/1720- Standards for the Organization and Deployment of Fire Suppression Operations, EMS, and Special Operations to the public by a Career/Volunteer Fire Department
 - 1911- Standard for the Inspection, Maintenance, Testing, and Retirement of In-Service Emergency Vehicles
 - 1915- Standard for Fire Apparatus Preventive Maintenance Program
- 2) NIOSH FFFIPP reporting
- 3) FEMA ISO Manual- 4th Edition, 3rd printing- February 2020

*Meeting adjourned at 2211 hrs.
Next Meeting is January 19th, 2022 @ 1900hrs.*