



**Loveland Fire Rescue Advisory Commission Meeting Minutes
Wednesday, April 6, 2016
Community Room at Fire Station 2
3070 W. 29th St., Loveland, CO. 80538**

Meeting called to order at 5:38 p.m.

FRAC Present: Chair Jonathan (Jon) Smela, Co-Chair Bob Boggio, Fire Chief Mark Miller, Division Chief Ned Sparks, Division Chief Greg Ward, Public Safety Administrative Director Renee Wheeler, Paul Pfeiffer, Leo Wotan, Leroy (Andy) Anderson, David (Dave) Adams and Bonnie Wright.

FRAC Absent: City Council Representative John Fogle and Elton Bingham

1. **Minutes approval:** presented by Chair Smela
Chair Smela motioned to approve the March 9, 2016 minutes; Dave Adams and Paul Pfeiffer seconded the motion. Motion carried.
2. **City Council updates:** presented by Chief Mark Miller
 - ❖ At the I-25 Incident Management Plan Presentation, LFRA spoke about how they operate with CDOT and Colorado State Patrol.
3. **Chief Updates:** presented by Fire Chief Mark Miller
 - ❖ A four-foot diameter base has been drilled 12-15 feet for the new tower. The steel should arrive on April 18th and by mid-May, the tower should be operational.
 - ❖ Referencing the rural district, House Bill 1088 passed through the Senate. This is a bill that authorizes the board of a fire protection district to impose an impact fee on new development.
 - ❖ The training area master plan is moving forward.
 - ❖ There is an environmental issue at the training area. The state has mandated that the retention pond on the property be filled in. Once it is filled in, there is nowhere for the storm water or waste water to go. Another firm will be needed to come in and the estimated time of completion is in August.
- ❖ 4. **Rural District Board Updates:** presented by Rural Board Member Andy Anderson
 - ❖ Administrative Director Renee Wheeler has gotten a couple of grants for the department. One of the grants in the amount of \$28,134 is for half the cost of replacing 18 sets of bunker gear. The second amount is \$23,110 from the Colorado Firefighter Safety and Disease Prevention Grant for the replacement of helmets,

hoods and gloves - 86 of each have been requested to give each firefighter a second set. The department should get half of that from the grant.

- ❖ Loveland Fire Rescue Authority is finalizing taking possession of all the equipment and manpower under the authority.
- ❖ The last part of the discussion was about how to fund capital needs for the rural district.
- ❖ There was discussion some years back about doing an operations mill levy in the rural district. Scheel's came about and now there is not a need to go to the taxpayer's for that but may need to go that direction with the rural district in the future.
- ❖ There is a mill levy already in place in the rural district.

5. **Staffing Presentation** – Chief Miller gave a presentation about the staffing problems that the department has.

- ❖ At the May LFRA Board Meeting, Chief Miller would like to have a member or members from FRAC present at the meeting for discussion about this topic.
- ❖ In May, June and July they will be working on the 2017 LFRA Budget.
- ❖ Part time firefighter = works no more than 108 hours a pay period (4½ 24-hour shifts).
- ❖ Full time firefighter = Works 216 hours a month (nine shifts).
- ❖ Rover Full time firefighter = firefighter not assigned to a particular station but covers wherever they are needed at in the system to cover vacations, sick leave, etc. There are two rovers per shift that rove all the time. One rover is on the ladder truck nine months of the year and then covers vacancies in June, July and August.
- ❖ Company = Three firefighters assigned to that engine or truck.
- ❖ Minimum Staffing = Never go below three firefighters per company.
- ❖ The 2012 strategic plan uses the three tier methodology which consists of full time, part time and volunteer firefighters.
- ❖ A part time firefighter is much more cost effective because they are not receiving benefits.
- ❖ The two tiered model worked well in 2012 and 2013 but due to economic resurgence in 2014, there was a dramatic increase in part time firefighters exiting in 2014, 2015 & 2016 and taking full time positions elsewhere.
- ❖ In the past 16 months, the department has done six part time firefighter assessment processes. 12 part time firefighters is problematic due to extremely high turnover.
- ❖ Concerns include extraordinary amount of staff time involved in conducting the part time hiring assessment process, training and orientation.
- ❖ The average tenure of a part time firefighter is 18 months.
- ❖ The ongoing expense of bunker gear is \$2,800 per set.
- ❖ A part time position is not the best solution for the fire profession – you never see a part time police officer.
- ❖ A part time firefighter is required to be an Emergency Medical Technician.
- ❖ Part of the three tier process is to start as a volunteer, then to part time and eventually full time.
- ❖ The hiring process begins with advertising the position, screening applications, confirm minimum qualifications, written exam review requirements, interim, practical exam, mandatory 10-hour ride along, background check and administrative process. It take approximately 250-275 hours a year to do these processes.

- ❖ The Chief asked the FRAC members to look at three options:
- ❖ 1. Convert all part time firefighter to full time in January 2017.
- ❖ 2. Convert all part time firefighters to full time in January of 2018.
- ❖ 3. Accelerate three rovers planned for 2019 for hire in January of 2017.
- ❖ Chief Miller went over each scenario with 12 part time firefighters vs. 6 full time firefighters.
- ❖ It is difficult to develop a good operational team with constant turnover.
- ❖ Three person companies, firefighter safety and having consistent staff should increase safety and performance.
- ❖ Full time to no more part time – rover = full time and use work comp comparisons from other departments.
- ❖ There was discussion amongst the board members about the three scenarios.
- ❖ The economy is affecting this for a reason – part time firefighters are finding other full time opportunities.
- ❖ Real Estate values have increased 8-11% over the past three years – how much residential value is a factor here.
- ❖ If the general fund is healthy, a healthier scenario should make it easier to sell the idea.
- ❖ Engines 3 and 6 is where the part time firefighters are assigned.
- ❖ Recommended giving an example of how the shift schedule works and a training example.
- ❖ Chief Miller will come back with a revised version next month to FRAC to get feedback from them about how this is going – expect to do nothing, jump to full time positions right away or do something in between.
- ❖ Refinement – are there other data points from the region that can be added to this.
- ❖ LFRA is around \$115 per capita and other departments like size are about \$133.
- ❖ Community Safety – there is a greater number of seniors in the area - density alone increases calls.
- ❖ Is the department limiting its talent pool by only hiring part timers? Part time firefighters are limited to the type of training that other full time firefighters are getting; Special Operations is an example.
- ❖ One of the recommendations to Chief Miller is to craft it based on how he thinks it will look and present the one he wants.
- ❖ Chief Ward commented that a couple of key components is developing the strategic plan, citizen service and firefighter life safety.
- ❖ They will have further discussion about this next month.

6. **Public Comment (If applicable) citizens:** There was no public comment.

Motion to Adjourn: Meeting adjourned at 7:26 P.M.

The next FRAC meeting will be Wednesday, May 11th, 2016 at 5:30 p.m. at the Fire Training Center.

Minutes respectfully submitted by Bonnie Wright, Administrative Technician, LFRA.

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