



PUEBLO RURAL FIRE PROTECTION DISTRICT

www.PuebloRuralFire.com

29912 Highway 50 East—Pueblo, CO 81006

January 27, 2021

MINUTES

1. BOARD ATTENDANCE

John A. Musso, Chairman
Ted Hall, Vice Chairman
Robert Guagliardo
Rich Ikelman
Mary Macaluso-Ikelman

Asst Chief Robert Tracy, remote
Dan Farve, remote
Gary Shisler, remote
Grant Genova, remote
Jack Martin, remote
James Porter, remote
Jonathan Passig, remote
Joshua Farren, remote
Mike Sanchez, remote
Willie Martin, remote
Gary Vujcich, remote
Brian Bissonnette, remote

ASSISTANTS TO THE BOARD

Chief Bret Marascola
Pat Garcia, Attorney
Tomma Parco, Recording Secretary

OTHERS PRESENT:

Asst Chief Mike Furney

2. CALL TO ORDER

The meeting was called to order in the Board Room at 7:01 p.m., Wednesday, January 27, 2021, at Station No. 2 by John A. Musso, Chairman. Meeting was set up for GoToMeeting, also.

3. APPROVAL OF AGENDA

A motion was made by Ted Hall to approve the agenda amending Item 23; the February meeting should be February 24 not February 26; seconded by Robert Guagliardo; motion carried 5-0.

4. APPROVAL OF MINUTES

A motion was made by Robert Guagliardo to approve the December 9, 2020, minutes; seconded by Ted Hall; motion carried 5-0.

5. FINANCIAL REPORT

A motion was made by Ted Hall to approve the financial report as presented; seconded by Robert Guagliardo; motion carried 5-0.

6. UNION REPORT-ATTACHED

Mike Sanchez submitted his report for the Union in writing. Mike was also present to talk to board if there were questions. Mike attached a letter asking for an additional 1% increase in 2021. Chairman Musso thanked Mike for his report.

7. COORDINATOR REPORTS—SEE ATTACHED for full report

- **MAINTENANCE**—Dan Farve—sent truck 731 and 732 out to Transwest for full service.
- **EMS**—Asst Chief Bob Tracy—Centura offering free Paramedic refresher class which some employees are taking advantage of.
- **HAZ-MAT**—Captain Grant Genova—Five HazMat calls in last month; overstock of Level B HazMat suits donated to Pueblo West Fire Department.
- **TRAINING**—Asst Chief Michael Furney—wrote a letter explaining JPR checkoffs for 2020; working on a \$15,000 grant for 5 sets of new bunkers.
- **FIRE INSPECTOR**—Conrad Orndoff—Impact fee \$91,884.34 as of 12/31/2020
- **WEB SITE-SOCIAL MEDIA**- Asst Chief Bob Tracy—website visits for month 5,131; Facebook followers 721. Bob has burn permits online but burn permits are available at all stations, also.

8. CHIEF'S REPORT— (SEE ATTACHED REPORT FOR FULL REPORT)

Fire/burn permits are online on our website but online is not for everyone due to computer knowledge so permits are also available at all three stations.

Boone has no fire department. Pueblo Depot will be their first responder if available. Our response to Boone is through mutual aid requests only through other agencies.

Assistant Chief Bob Tracy had Best Buy come out and gave a bid for video conferencing. Video conferencing allows PRFPD to hold remote training during Covid-19 but will be a great way to hold virtual meetings between Stations 1 and Station 2 and Station 3 which allows the trucks to stay in their area. The Best Buy bid came in at \$6,848.00 for the video set up with large screen TV, microphones at each station, and wide-angle camera for the training room at Station #2.

Discussion followed that since this is a government entity this must go out for a public bid. Chief Marascola will put a Notice for Bid in the Chieftain.

Ted Hall made a motion that after Chief Marascola posts a notice for other bids, if there are no other bids comparable to Best Buy for updating the board/training room for video conferencing, then Chief Marascola has the board's authority to go ahead and accept the Best Buy bid of \$6,848 to proceed to have the training room updated; motion seconded by Robert Guagliardo; motion carried; 5-0.

9. COVID19 LEAVE TIME

Chief Marascola had a copy of the federal leave time which is optional now. Federal guidelines state time not used in 2020 can carry over till March 31, 2021, if our board makes a policy to approve.

State mandate is we must give up to 80-hours additional Covid leave for 2021. Robert Guagliardo suggested Pat Garcia draft a policy for additional Covid leave time needed but no board action was taken. It was discussed that each case will be dealt with individually to support the employee the best we can for additional time in addition to Federal and State guidelines.

Chief Marascola said we had 10 firemen that had Covid. In December we had 780 additional hours used –a cost over \$30,000. This is the additional leave time mandated by law.

Ten firefighters were tested positive and took time off as required by law.

10. COVID VACCINATIONS

No agency is requiring employees to get vaccinated now, but all are suggesting everyone should get the vaccination when available.

Ten firefighters were vaccinated and more have signed up for vaccination. Not all firefighters wish to be vaccinated. The ten that contracted Covid and the ten that got the vaccine were not the same ten.

Chief Marascola is going to attend a virtual seminar with the Colorado State Fire Chief's Association on February 3 to participate in the discussion considering making it mandatory to have firefighters statewide get the vaccine.

11. FOURTH QUARTER COMP TIME REPORT

A motion was made by Ted Hall to approve the fourth quarter comp time report as distributed; seconded by Robert Guagliardo; motion carried 5-0.

12. REVISIT 2021 WAGE INCREASE

Chief Marascola reported he was not sure what the financial status will be until later in the year. There were over \$30,000 overtime additional costs in December for Covid.

Maintenance is now going to cost lots more sending repairs to outside agencies. There were no bids or responses for in house diesel repairs.

There is an ongoing investigation now we do not a final cost for this work, also.

Since we have too much uncertainty with Covid costs and additional issues, the Board stated we can revisit this request in six months. The District approved a 2% raise in December.

A motion was made by Robert Guagliardo to table the additional 1% request until the June meeting when we see what our financial situation is; seconded by Ted Hall: motion carried 5-0.

13. FULL TIME POSITION

Since there was only one applicant, Chief Marascola had the board's authority to fill the full-time position with James Porter effective January 2, 2021.

14. TWO RESIGNATIONS

Will Gavigan going to Pueblo West.

Mike Williams retiring but he wants to go to our part time list. Mike's FPPA pension cannot to be impacted, he cannot get benefits—he can work a max of 1,600 hour a year.

15. CURRENT STAFFING NUMBERS

We are now back to 29 employees. We do not have the two extra boomers now with 2 current resignations.

16. PART TIME APPLICATIONS

Seventeen applications were received. Four were disqualified for lack of proper qualifications.

Due to our staffing now, the board requested Chief Marascola to send out a letter as soon as possible to all the qualified part-time applicants to get a response how many are still interested and then Chief Marascola will set a test date.

The personnel manual states that all qualified applicants must take a written entrance exam with a minimum passing score set by the board.

The Board is considering altering the part-time training process in order to fill the two open positions with ALS firefighters. If both part-time ALS applicants (advanced life skills) pass the entrance exam, Chief Marascola will contact them to see if they have interest in a full-time position. If so, the next step will be interviews. Assistant Chief Mike Furney said it would take approximately six weeks of 40 hours a week to fast track the ALS applicants on the job.

In addition, all qualified applicants passing the entrance exam will be interviewed. Assistant Chief Mike Furney said a start date will be determined in April.

It is possible that the District will conduct two separate training sessions, one a fast track and the other scheduled for completion at a slower pace.

17. POSTING 2021 CALENDAR

Calendar/list of employees will change after promotions. Chief Marascola said a calendar is posted at each station and this will be updated regularly as personnel changes.

18. RESOLUTION 20-01 ADOPTING POSTING PLACE FOR 2021 MEETINGS

A motion was made by Ted Hall to adopt Resolution 21-01 stating where the District will post the 2021 meetings and calendar; seconded by Robert Guagliardo; motion carried 5-0.

19. OPEN ENGINEERS POSITION

Chief Marascola said all three guys that took the test did a great job. With points totaled, Dan Farve had the highest score. Chief Marascola made a recommendation to the Board that Dan Farve be promoted to fill the Engineers position.

A motion was made by Ted Hall to promote Dan Farve to Engineer; seconded by Robert Guagliardo; motion carried 5-0.

20. OPEN CAPTAIN POSITION

Chief Marascola presented the board with the results of the captain's test score with all additional points per section 14 of the Personal Manual. Chief Marascola reported the results of the three outside fire officers' interview. They found no issues and recommended Willie Martin to be promoted to Captain.

21. EXECUTIVE SESSION SECTION 24-6-402(4)(B), C.R.S ATTORNEY-CLIENT LEGAL ADVICE REGARDING OPEN CAPTAIN POSITION

Robert Guagliardo made a motion to go into executive session 24-6-402(4)(b) C.R.S. for attorney client advice concerning the open captain position; seconded by Richard Ikelman; motion carried 5-0.

8:24 in session

9:13 out of session

9:14 P.M.—CONVENE OPEN SESSION

Robert Guagliardo made a motion to post a special meeting for February 3 at 6 p.m. for an executive session --Section 24-6-402(4)(b), C.R.S. for attorney-client legal advice regarding the open captain position to discuss the captain interview followed by an open meeting at 7 p.m. for the interview; motion seconded by Mary Macaluso-Ikelman; motion carried 5-0.

22. PAYMENT OF THE BILLS

A motion was made by Mary Macaluso-Ikelman to pay bills presented; seconded by Rich Ikelman; motion carried 5-0.

23. AGENDA REQUEST FOR FEBRUARY 24, 2021 — 7 P.M.

- Old Hire Pension Board; swear in Salameno.
- Update of State Fire Chief's virtual meeting.
- Testing process.
- Update on part time applications and test date.
- Update on investigation.
- Executive session for investigation.

24. ADJOURNMENT 9:22 p.m.

A motion was made by Mary Macaluso-Ikelman to adjourn; seconded by Robert Guagliardo; motion carried 5-0.

Respectfully submitted,

Tomma Parco

Tomma Parco, Recording Secretary