

**Minutes East Grand Fire Protection District
Board of Directors Meeting
June 24th, 2020**

Board Directors Present: President Mark Pappas, Vice President Garth Hein, Treasurer Steve Loo (telephonically), Secretary Richard Kramer, Director Donald Maurais, Pension Chairman Brian Dolan, Pension Trustee John Krueger.

Staff Present: Chief Todd Holzwarth, Assistant Chief Dennis Soles, Training Coordinator Steve Waldorf, Fire Technician Adam Gosey, Office Manager Kristen Rybij.

Legal Counsel Present: Linda Glesne.

Director Mark Pappas opened the Board of Directors meeting at 18:12 p.m. There was a quorum of Directors present.

Mark asked if there were any changes or additions to the agenda. Kristen requested to add the letter of request for our annual pension contribution.

There were no public comments.

The Board reviewed the May 27th, 2020 minutes. It is pointed out the date is wrong. This will be changed.

- ❖ Director Steve Loo moved to approve the May 27th, 2020 minutes with date edit. Director Rick Kramer seconded. The motion passed unanimously.

Discussion of Financials: COLOTrust has dropped by ½ % from its high point and is not expected to get any better in the current financial landscape. There was a brief review of the financials and a short discussion over the CPR fund and future classes in the time of COVID.

- ❖ Director Garth Hein moved to pay the bills. Director Donald Maurais seconded. The motion passed unanimously.

Director Mark Pappas moved to recess the Board of Directors meeting to move into the Pension Board meeting.

The Board of Directors meeting was recessed at 18:17 pm.

The Board of Directors meeting was reopened at 19:16 pm.

Chief's Report: The District is about 27 calls down from last year. The well was tested in Tabernash for contamination of Class B Foam by-products. Levels were found to be at 5 ppt; well within the max threshold of 70ppt. All other suspect water sources in Grand County were also tested and also fell within the maximum threshold. The District is taking steps to ensure there will be no more use of Class B foam.

Fire Prevention Bureau Report: Dennis presented the Hood Replacement Project summary. Kristen will post about the success of the project on our website and social media. Mark asked the Board and Staff to brainstorm ideas for other community fire prevention projects the District could pursue in the future.

Training Coordinator Report: Recruit class has graduated and are officially Probies. Old 481 is in the shop. The compressor is getting worked on and it will be ready to sell Steve will be driving 491 down for required aerial repairs and will swap out with 481. The new Type 6 is almost done and will be picked up in mid-July.

Mark asked for public comment. There was no public.

Board Business: The Strategic plan is still in progress. Chief suggested we form a Succession Planning Committee to help work on that aspect of the plan. Chief announced that Adam will be leaving East Grand Fire on July 10th. We are in the process of looking for his replacement. The newly passed Equal Pay for Equal Work Act was discussed. It aims to address gender and race discrimination in the workplace at a much deeper level. It also addresses job posting practices, wage transparency, and compensation strategies. The new legislation will also fast track the complaint process; instead of waiting for a letter from the Equal Employment Opportunity Commission to go to court (which can take up to or more than a year), the case is taken immediately to Court. Companies are starting to implement Pay Equity Analysis studies of their current practices. Linda believes with a group as small as ours, we could use a consultant, but does agree that it is a good idea to have one done to make sure we are compliant and that our practices are defensible. The Board would like to see this new law integrated into the new strategic plan. The Cancer Award Repayment Agreement was signed. Kristen updated the Board on SDA's Virtual Annual Workshop as well as the SDA Conference going virtual. Kristen will make sure everyone is set up correctly in the SDA portal.

The meeting was adjourned at 19:55 p.m.

Mark S. Pappas

Garth Hein

Steve Loo

Rick Kramer

Donald Maurais