



SOUTHERN PARK COUNTY FIRE PROTECTION DISTRICT

Board of Directors' Meeting 2016.05.02 @ 07:00 pm

1) Introduction of Visitors

Only department members

2) Attendees:

Board members present:

Ken Thomas - Chair
Flip Boettcher
Mike Parrish
Sandy Rucker – Treasurer
Steve Wilson
(Mike Brandt - Secretary to the Board)

Department members present

Jan Breslin
Eugene Farmer
Ron Oliver
John Stride
W. E. Scheffel

3) Call to Order:

Meeting called to order at 07:00 PM by Board Chair Ken Thomas.

4) Approval of Agenda:

Ms. Rucker asked to add approval of payments to the agenda.

5) Director's Chief's and Committee Reports

a. Treasurer's Request for payment approval

The following requests for payment have been received and require Board approval. Ms. Rucker moved to approve payment, second by Mr. Thomas; motion carried.

Payment to:	Amount:	For:
Darley	\$15,630.00	Bunker gear
Pinnacol	\$9,756.00	Workman's' Comp Insurance Payment

S.P.C.F.P.D. Mission Statement:

The Mission of the Southern Park County Fire Protection District is to provide fire protection and emergency rescue operations within its 240 square mile district boundaries; encourage fire and human caused disaster prevention through community education; ensure the existence of a properly trained team of primarily volunteer firefighters who are able to, and motivated to, respond professionally and work safely; acquire and maintain the necessary equipment; and provide mutual aid to neighboring fire and emergency services departments, as requested.

6) Comments on Chief Mandel's performance

Mr. Farmer

Noted he'd spent a significant amount of time going over the response to the Board's request of info with Mr. Thomas. He found the form to be negative in tone and appeared to be a punishment exercise. The Board has a full and positive assessment of Aaron from his response and letter.

Personality is part of the job, and Aaron's has improved in the way that he controls himself and handles difficult people. The Chief's role is public and part of the job.

Mr. Scheffel

Aaron's job description is lacking in measurable items. Should be quantifiable goals – e.g. do so many of X, have Y of open houses, apply for Z grants in the year.

Reserves might be made more active by having exercises and maintaining equipment stocks spotted as needed.

Mid-year review of measurable goals is useful to forestall end of year surprise and also allows recalibration if department activities impede accomplishing the start of year goals.

Board might consider establish goals that directly add a bonus to his pay.

Ms Breslin

Evaluation form is one of the worst that I've seen. Appeared that the Board was having a witch hunt.

Aaron is putting a tremendous amount of work. Job description notes that the Chief operates under the direction of the Board. There have been problems in the past where the Board has tried to exercise direct control of incidents. Limitations on roles should be clarified in this description.

Mr. Wilson noted that the Board is not interested in operating the department – this is Chief Mandel's area. Seconded by Mr. Thomas.

Ms. Breslin noted that the shift system has been successful here and only under Aaron's leadership. It's been tried here before and at several other departments locally without success. Aaron made personal sacrifices to make it work.

Mr. Oliver

Personality questions are awful in the form. Mr. Oliver has substantial experience in working with performance review material and offered his assistance in developing an improved assessment form.

He also noted that the district is a 240 square mile area, with 3,000 people and the main need for the department is for more money.

He said that we're all volunteers – we don't have time to go to the Board meetings. There should be a way for better exchange of information.

Mr. Stride

Look at the department's performance. The EMT program has grown. Aaron comes in every morning with new ideas and wanting to determine better ways of operation. He lives this 24/7.

He is both adaptable and decisive in day- to-day operation. He gives direct and prompt feedback. He has to deal with aging equipment and is monitoring things continuously.

Also, in comparison with John's previous experience with the department under other leadership, Aaron has made the department look great – the building is both clean and organized. When John first showed up he thought the building was awful.

John also commented that he'd seen tremendous personal growth in Aaron. After having the job dropped on him he has grown into the role both personally and professionally.

It may be inappropriate for the volunteers to evaluate professional behavior.

Board Chair Thomas

Aaron has stepped up to the job – he has volunteered to do work with the group in Fairplay even when this is a difficult group.

The goal of this meeting is to get feedback because the board is not on the line with the volunteers.

4 responses in the Board Box, plus two letters as well as individual conversations.

Limitations on income from being able to field a wildfire team. The department is short of people to be able to field a team and even if successful, the reimbursement is less than in past years.

He will talk to Aaron and determine if there is a desire to have engagement during the training meetings.

Board Member Wilson

We're generally new to the Board positions – we needed feedback. Outside of the format of the whole form, the Board wanted feedback on what they could do to make the system work better.

Board Member Rucker

Aaron is doing a wonderful job. He worked on and developed the shift program at substantial personal cost.

Board Member Parrish

Form was not meant to be negative. It was downloaded from a choice of forms on the net and was chosen to be user friendly.

But whether or not the form was good or bad, the response of the volunteers speaks well of Chief Mandel – the volunteers promptly responded in support Chief Mandel.

Regarding the communication – would it be appropriate for a Board member to show up at the training session? [Response was to ask Chief Mandel what he'd like to see].

The Board wants Aaron to be successful in directing the department and does not wish to be part of operations.

7) Executive Session for Personnel Matters

Mr. Thomas moved to adjourn and move into executive session for the discussion of personnel matters pursuant to CRS Section 24-6-402-4(f), second by Mr. Wilson, motion carried. Meeting adjourned to executive session at 07:35 p.m.

8) Reconvene and Adjourn meeting:

Reconvened meeting at 10:30 p.m. Motion to adjourn was made by Mr. Thomas. Meeting adjourned at 10:30 p.m. by Chairman Thomas.