

CRESTED BUTTE FIRE PROTECTION DISTRICT
MINUTES OF REGULAR MEETING
Mt. Crested Butte Fire Station 2
Tuesday, May 13, 2025
Approved: June 10, 2025

Attendance

Board Members Present: Chris McCann, Jack Dietrich, Matt Halvorson, Ken Lodovico

Board Members Excused: Eric Tunkey

Guests: Todd Goulding- Goulding Development Advisors

Staff, Volunteers and Public: Sean Caffrey, Rob Weisbaum, Joe Wonnacott, Ric Ems, Jeff Duke, Dale Hoots, Randy Felix

Changes to the Agenda

Meeting called to order at 5:15 pm by Board Vice Chairman Chris McCann

No changes to the agenda.

Oaths of Office

Directors Chris McCann, Ken Lodovico and Matt Halvorson took their oaths of office.

Motion by McCann, seconded by Lodovico, to appoint the following officers:

- Chairman: Chris McCann
- Vice Chairman: Ken Lodovico
- Treasurer: Jack Dietrich
- Secretary: Eric Tunkey

Motion passed unanimously.

Consent Agenda

Approval of the April Regular Meeting Minutes

Approval of Monthly Financial Reports for April

Motion to approve the consent agenda by Lodovico, seconded by McCann. Motion passes unanimously.

Fire Prevention Report

Fire Marshal Ems presented his written report highlighting: the Mt. Crested Butte Town Council denial of the Nordic Inn PUD, all company level inspections complete, new hood cleaning company has been approved, Grand Lodge alarm system is ready for inspection, and low moisture levels indicate a potentially active fire season.

EMS & Fire Chief Report

Chief Weisbaum presented his written report. Highlights: Training Officer interviews are complete; the position will remain open through the end of the month. A secondary SCBA quote included in the board packet.

Chief Executive Report

CEO Caffrey provided his written report. He highlighted the employee survey results with 28 of 52 employees responding. Overall, constructive feedback regarding promotional process, pay, communication and training programs. Residential impact fee structures under evaluation; more discussion anticipated at future meetings.

Public Comments

Assistant Chief Duke discussed the survey results further. There was considerable discussion by the board.

Chairman McCann asked about the pay matrix and suggested longevity pay starting at 10 years, increasing every 5 years. Promotion process to include testing, seniority points, and time in grade, which reduces subjectivity. Halvorson agrees with McCann and says this aligns with a civil service model. McCann also suggests the staff may explore a collective bargaining agreement. Chief Weisbaum clarified the difference between grades and promotions in the pay matrix. He states that the small size of the department limits frequent promotions, however; the step progression of the matrix will support raises. Ems is looking to add different positions in Fire Prevention as well. Dietrich noted perceived competitiveness in salaries; Caffrey confirmed the district sits at the 80th percentile statewide with strong benefits. McCann requested a market comparison of salaries, employee benefit contributions, and retirement packages. Caffrey expects a finalized compensation and promotion plan by late summer or early fall.

Old Business

Todd Goulding provided a construction update stating overall the project is on track, low voltage is designed and being installed. Lift station review is with the Town of Crested Butte; the generator will be powered by HQ. The second well was drilled and encountered black sand; a screen is needed then water quality testing in 4-6 weeks.

- **CBSAR Building:** Slab is complete; drywall starts next month.
- **HQ Building:** windows and metal roofing installed, composite siding is on site, second floor drywall is in progress, first floor final MEP inspections ongoing, on track for Q3 completion.
- **Training Building:** Permitting process with the County is ongoing. Public engagement session scheduled for May 29th and will be a Special Board Meeting.
- **Larkspur-** No update from Ben White
- **Financial Update:** \$1.3 million set aside for bond arbitrage repayment to the IRS. Updated cash flow indicates sufficient funding through project completion and is independent of the \$1.2 million allocated for employee housing.

Awaiting a response from the Town of Crested Butte on the agreement vs. easement request.

New Business

The Board selected November 17-18 for strategic planning at the new Station 1. CEO Caffrey stated that the current employee housing agreement needs to be reviewed for subletting procedures for multifamily units and utility non-payment language. McCann advocated more district-subsidized for-sale units. Lodovico suggests a shorter lease term rather than the 5-year agreement and a property management company in the future. Discussion continued on models for affordable, for-sale housing units.

Unscheduled Business

No unscheduled business

Executive Session

Motion to enter executive session pursuant to §24-6-402(4)(e), C.R.S., Determining positions relative to matters that may be subject to negotiation, developing strategy for negotiations, and instructing negotiators by McCann, seconded by Lodovico. Motion passes unanimously.

Board entered executive session at 6:32 pm.

Motion to exit executive session at 7:57pm by Lodovico, seconded by Dietrich. Motion passes unanimously.

Motion to adjourn at 7:57pm by Dietrich, seconded by Lodovico. Motion passes unanimously.