CRESTED BUTTE FIRE PROTECTION DISTRICT
MINUTES OF VOLUNTEER PENSION BOARD MEETING
Fire Station 1- 300 County Road 317, Crested Butte, CO 81224
Tuesday, February 9, 2025
Approved: September 8, 2026

Attendance

Board Members Present: Jack Dietrich, Ken Lodovico, Matt Halvorson, Brittany Perkins, Andrew Gitin, Beth Schumacher
Staff, Volunteers and Public: Sean Caffrey, Annie Tunkey, John Detloff, Mike Reily

Changes to Agenda

Pension board meeting called to order at 6:27 pm by Board Chairman Ken Lodovico.
There were no changes to the agenda.

Consent Agenda

Approval of minutes from September 9, 2025 regular meeting.
Motion to approve the consent agenda by Gitin, seconded by Halvorson. Motion passes unanimously.

New Business

The Board reviewed the 2025 Year-End Financials, which were included in the meeting packet. Financial highlights included $400,000 in investment earnings and $42,000 in expenses on the FPPA side.

The current and eligible retirees list were reviewed, as included in the meeting packet.
Motion by Halvorson to certify the current and eligible retirees list. Schumacher seconded. Motion passed unanimously.

The Board reviewed the pension request submitted by John Detloff. The request letter and supporting documentation, including relevant pension board minutes from prior years, were included in the meeting packet. CEO Caffrey reviewed the applicable FPPA statutory requirements, noting that state law requires a minimum of 10 years of service with at least 36 hours of documented training per year. While the Board has discretion over certain locally established requirements (such as percentage of call participation), there is no flexibility under FPPA regulations regarding the 36-hour training requirement. It was noted that in previous cases where pension benefits were granted retroactively, the required 36 hours of training had been certified. However, individual training records are not retained indefinitely, with record retention limited to eight years, after which records are purged. CEO Caffrey stated that existing documentation reflects nine active years, and that there is no verifiable record confirming the required 36 training hours for a tenth year, which is required for benefit eligibility.

Additional Board discussion reflected concern regarding fairness, consistency, and legal compliance. Board members acknowledged the difficult position created by incomplete historical records.
Motion by Lodovico to table Mr. Detloff's pension request pending further review and a deeper examination of available records. Halvorson seconded. Motion passed unanimously.

The Board reviewed the pension request submitted by Mike Reily. His letter and supporting documentation were included in the meeting packet. Discussion indicated that Mr. Reily had three reserve years during which he met or exceeded the 36-hour training requirement, but did not fully meet locally established on-call response thresholds. Years specifically discussed included 2008, 2012, and 2013. Board consensus indicated that Mr. Reily met FPPA's statutory requirements for the years in question and that those years should be credited, resulting in 21 total active service years.
Motion by Schumacher to approve Mr. Reily's pension request. Halvorson seconded.
Motion passed unanimously.

<u>Unscheduled Business</u>

Director Gitin proposed a motion to amend the District's pension eligibility rules to adopt FPPA state standards, recognizing 36 hours of FPPA-approved annual training as sufficient to qualify members as active, irrespective of local activity or response requirements, provided the member completes a minimum of 10 years of service. Seconded by Perkins. Motion carried.

CEO Caffrey requested clarification regarding whether the adopted change would apply prospectively only or retroactively, noting that applying the rule retroactively would create significant differences between EMS and Fire personnel and could materially impact pension eligibility determinations. He emphasized the importance of establishing a clear timeline to ensure consistency, legal defensibility, and administrative clarity. Director Gitin referenced historical precedent, noting that prior Board actions had effectively altered eligibility standards, citing the Jarolimek case as an example. Gitin stated that under current rules, Jarolimek would not have qualified for pension benefits, as he was not on the roster for two years and was an employee for only six months. Gitin noted that the Board has previously made discretionary determinations based on historical policy standards. CEO Caffrey responded that pension eligibility decisions should be anchored in documented standards and verifiable records, emphasizing that reliable training and service records are more consistently available from 2017 forward. He further noted that current participation requirements include 288 shift hours annually and 36 hours of training, designed to ensure operational readiness and engagement.
Director Gitin questioned the long-term role of volunteers within the District. CEO Caffrey explained that the current policy is not to onboard new volunteers except under compelling circumstances, with most new personnel being hired as part-time employees.
Director Dietrich stated that adopting a single FPPA standard, along with a clearly defined implementation date, would provide consistency, reduce administrative complexity, and improve legal defensibility.

Director Halvorson moved to rescind the previously approved motion adopting FPPA standards without a defined implementation timeline. Seconded by Lodovico. Motion passes unanimously.

Director Halvorson moved to adopt FPPA standards effective January 1, 2017, forward, such that members would be considered active for pension credit purposes based solely on completion of 36 hours of FPPA-approved training annually, irrespective of local activity requirements. Seconded by Schumacher.
Chairman Lodovico: Lodovico moved to table the motion pending further review. Seconded by Perkins. Motion to table passed unanimously.

Board members cited the need to:

- Evaluate training and service record availability beginning in 2017,
- Assess the actuarial impact of the proposed policy change, and
- Determine financial sustainability and long-term affordability.

Board directs CEO Caffrey to research the implications of a change in pension eligibility.

Motion to adjourn the volunteer pension board meeting at 7:28 pm by Lodovico, seconded by Dietrich. Motion passes unanimously.