



Wellington Fire Protection District REGULAR BOARD MEETING AGENDA

The **Regular Board Meeting** of the Wellington Fire Protection District will be called to order Directly after the Pension Board meeting which will start at **5:00 pm** on **December 11th, 2024**. The meeting will be held at **Station 1** located at 8130 3rd St, Wellington, CO 80549. Please contact our administrative office for any attendance accommodations. **Zoom Meeting information is listed below.**

Pledge of Allegiance

Roll Call

Additions/Deletions to the Agenda

Conflicts of Interest

Correspondence

Public Comment

Any property owner, business owner, or resident of the District that would like to comment on items not listed on the agenda may be restricted to a 3-minute limit per person.

Employee Recognition

Guests or Presentations

Consent Agenda

- Regular Board Meeting Minutes for November 20th 2024

Chief's Report

Employee Report

Committee Reports

District Business:

- 1. Monthly Financial Report (Oct & Nov)**
- 2. Budget discussion and Resolutions**
- 3. Volunteer pension additional check**
- 4. WFPD CBA Presentation**

Station 16
8130 3rd Street
Wellington, CO 80549



Station 17
108 E County Road 66
Fort Collins, CO 80524

Wellington Fire Protection District

Other

Calendar Items:

Next Board Meeting –Regular Board Meeting – January 15th 2025, Station 1 @ 5:00 PM

Adjournment:

Wellington Fire Protection District Zoom Meeting information

Join Zoom Meeting

<https://us02web.zoom.us/j/7848079463>

Meeting ID: 784 807 9463

+ 17209289299,,7848079463# US (Denver)



Wellington Fire Protection District

Station 16
8130 3rd St
Wellington, CO 80549

PO Box 10
Wellington, Colorado, 80549
970-568-3232
www.wfpd.org wfpd@wfpd.org

Station 17
108 E County Rd 66
Fort Collins, CO 80524

A COMBINED RESOLUTION CONCERNING THE ADOPTION OF A BUDGET AND APPROPRIATION OF FUNDS FOR FISCAL YEAR 2025 RESOLUTION 2025-01

A. A RESOLUTION SUMMARIZING EXPENDITURES AND REVENUES FOR EACH FUND AND ADOPTING THE BUDGET FOR THE WELLINGTON FIRE PROTECTION DISTRICT FOR THE CALENDAR YEAR BEGINNING ON THE FIRST DAY OF JANUARY 2025 AND ENDING ON THE LAST DAY OF DECEMBER 2025.

WHEREAS, the Board of Directors ("Board") of the Wellington Fire Protection District ("District") has appointed the District's Fire Chief to prepare and submit a proposed budget to said governing body at the proper time; and

WHEREAS, the District's Fire Chief and the Secretary/Treasurer submitted a proposed budget to this governing body on September 18, 2024, for its consideration; and

WHEREAS, upon due and proper notice, published in accordance with the law, said proposed budget was open for inspection by the public at a designated place, a public hearing was held on October 16, 2024 and interested taxpayers were given the opportunity to file or register any objections to said proposed budget; and

WHEREAS, whatever increases may have been made in the expenditures, like increases were added to the revenues or planned to be expended from reserves so that the budgets remain in balance, as required by law.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE WELLINGTON FIRE PROTECTION DISTRICT:

Section 1. That the 2025 Budget as submitted and summarized by fund is approved and adopted as the budget of the Wellington Fire Protection District for the 2025 fiscal year.

Section 2. That the 2025 Budget hereby approved and adopted shall be signed by the President and Secretary and made a part of the public records of the District.

B. A RESOLUTION APPROPRIATING SUMS OF MONEY TO THE VARIOUS FUNDS, IN THE AMOUNTS AND FOR THE PURPOSES SET FORTH BELOW FOR THE WELLINGTON FIRE PROTECTION DISTRICT FOR THE 2025 BUDGET YEAR.

WHEREAS, the Board of Directors ("Board") of the Wellington Fire Protection District ("District") has adopted the District's annual budget in accordance with the Local Government Budget Law; and

WHEREAS, the Board has made provision therein for revenues in an amount equal to, or greater than, the total proposed expenditures as set forth in said budget; and

WHEREAS, it is not only required by law, but also necessary, to appropriate the revenues and reserves provided in the budgets to and for the purposes described below, so as not to impair the operations of the District.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE WELLINGTON FIRE PROTECTION DISTRICT:

That the following sums are hereby appropriated from the revenue of each Fund to each Fund, for the purposes stated:

General Fund:		\$ 5,354,923
Impact Fee Fund	:	\$ 40,000

ADOPTED AND APPROVED this 11th day of December, 2024.

WELLINGTON FIRE PROTECTION DISTRICT

By: _____
President

ATTEST:

Secretary



Wellington Fire Protection District

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RESOLUTION TO SET MILL LEVIES RESOLUTION NO. 2024-002

A RESOLUTION LEVYING GENERAL PROPERTY TAXES FOR THE YEAR 2025 TO HELP DEFRAY THE COSTS OF GOVERNMENT FOR THE WELLINGTON FIRE PROTECTION DISTRICT, FOR THE 2025 BUDGET YEAR.

WHEREAS, on December 11, 2024 the Board of Directors of the Wellington Fire Protection District adopted the District's annual budget in accordance with the Local Government Budget Law;

WHEREAS, the amount of money necessary to balance the District's budget for the General Fund is \$3,880,667.

WHEREAS, the valuation for assessment for the District as recently certified by the County Assessor(s) is \$257,509,396;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE WELLINGTON FIRE PROTECTION DISTRICT:

Section 1. That, for the purpose of meeting all general operating expenses of the District during the District's 2025 budget year, there is hereby levied a tax of 15.070 mills upon each dollar of the total valuation for assessment of all taxable property within the District for the previous year (taxyear).

Section 3. That the District's Secretary is hereby authorized and directed to certify to the County Commissioners of Larimer County, Colorado, the mill levies for the District as hereinabove determined and set, and to execute such form or forms as may be required by the County Commissioners for such purposes; provided, however, that in the event that the final notice of assessed valuation will cause an adjustment to such mill levy in order to raise the amounts stated to balance the District's budget, the District's Budget Officer is authorized to make such adjustment based upon the final assessed valuations received from the County Assessor. In no event shall such adjustments result in any unauthorized non-voter approved increase in the mill levy.

[signature page to follow]

ADOPTED: __December 11, 2024

WELLINGTON FIRE PROTECTION DISTRICT

President

ATTEST:

Secretary



MONTHLY SERVICE ACTIVITY



Month October 2024

TOTAL INCIDENT ACTIVITY: 97 YTD: 996

Fire and Other Services: 21 YTD: 272 **EMS Responses: 69** YTD: 645

Motor Vehicle Accidents: 7 YTD: 79

GREEN = Increase from prev. month

RED = Decrease “ “ “

Incidents of Interest:

10/9/2024 1342 hrs. I-25 @ Weld County Road 126 Transport Vehicle Fire E16, Tender 16 and Wellington Chief responded to assist Nunn Fire Department with a Semi-Truck/Trailer fire. Wellington units arrived on scene of a semi truck fully involved. A flat-bed trailer attached to the truck was empty. Wellington Chief assisted with command, E16 engaged in fire attack and Tender 16 provided water supply. A small grass fire ignited from the initial fire and was contained by Nunn Fire.

10/22/2024 0907 hrs. 3762 Sweetgum Ave. Appliance Fire. E16, E17 and Wellington Chief responded to a report of an unconfirmed building fire. Wellington Chief arrived to find smoke showing from the front door and open windows of the first floor. Investigation revealed a fire in the oven with extension to the above walls and cabinetry. E16 knocked down the fire while E17 conducted searches and then ventilated smoke from the home. The range was removed from the building and thermal imaging was conducted to ensure the fire was completely out with no hidden extension. The house sustained moderate smoke damage and no water damage. The cause of the fire was ruled accidental.

10/22/2024 1404 hrs. 8130 3rd Street. Medical Aid. Station 1 personnel responded to a walk-in medical aid for a person experiencing chest pain. After initial assessment and consideration of unusual traffic situations, it was determined that the patients' condition warranted possible air transport to the hospital. A helicopter was requested for air standby. After UHealth paramedic consultation, the decision was made to airlift the patient to the hospital. A Landing Zone was established at the intersection of Cleveland Ave and 3rd St. The patient received interventional life-saving care 30 minutes after lift-off to the hospital.



MONTHLY SERVICE ACTIVITY



Month November 2024

TOTAL INCIDENT ACTIVITY: **86** YTD: 1082

Fire and Other Services: **35** YTD: 307 EMS Responses: **44** YTD: 689

Motor Vehicle Accidents: **7** YTD: 86

GREEN = Increase from prev. month

RED = Decrease " " "

Safety Message for the month:

NFPA recommends the following fire safety tips for Christmas¹²³⁴⁵:

1. Keep matches and utility lighters out of the reach of children.
2. Test smoke alarms to make sure they are working.
3. Keep the floor clear to avoid tripping hazards.
4. Stay in the home while cooking turkey and check on it frequently.
5. Fresh Christmas trees pose a higher fire risk than artificial ones, especially as they dry out over time.

**WELLINGTON FIRE PROTECTION DISTRICT
2025 BUDGET
GENERAL FUND
MILL LEVY
ASSESSED VALUATION**

	2023 Actual	2024 Budget	2024 estimated	2025 Budget	Change from PY budget	Percent Change
OPERATING INCOME						
TAX REVENUES						
4010 Property Taxes	3,049,895	3,806,885	4,131,786	3,880,667	73,781	2%
Tax Rebate Payment	-	(14,399)	(14,399)	(52,222)	(37,823)	263%
4012 Specific Ownership Tax	222,537	215,000	215,000	215,000	-	0%
Total Tax Revenues (OPERATIONS)	3,272,432	4,007,486	4,332,387	4,043,445	35,958	1%
EXPENSES						
PERSONNEL COSTS						
WAGE EXPENDITURE						
5010 Salaries and Wages	1,409,696	1,759,958	1,445,327	1,904,805	144,847	8%
5025 District Board Compensation	7,100	9,000	7,000	9,000	-	0%
5030 OT - Shift Coverage	182,882	159,000	202,251	138,804	(20,196)	-13%
Holiday Pay	-	-	-	43,497	43,497	0%
Overtime - meetings and trainings	-	-	-	50,000	50,000	0%
Total Wage Expenditure	1,599,678	1,927,958	1,654,578	2,146,106	218,148	11%
EMPLOYER TAXES						
5110 Employer Taxes	32,896	57,839	37,740	62,158	4,320	7%
Total Employer Taxes	32,896	57,839	37,740	62,158	4,320	7%
EMPLOYEE BENEFITS						
5120 Workers Compensation	43,736	74,000	82,708	71,514	(2,486)	-3%
5210 Health, Dental & Vision Insurance	149,270	156,340	205,288	197,583	41,243	26%
5230 FPPA	182,410	263,135	159,858	258,666	(4,469)	-2%
Total Employee Benefits	375,416	493,475	447,854	527,763	34,288	7%
Total Personnel Costs	2,007,990	2,479,271	2,140,172	2,736,027	256,756	10%
BUILDINGS & LAND						
6010 Utilities	45,051	53,000	42,598	53,000	-	0%
6020 Station Supplies	3,119	5,000	5,000	6,000	1,000	20%
6030 Building Repairs & Maintenance	3,807	20,000	19,559	25,000	5,000	25%
Total BUILDINGS & LAND	51,977	78,000	67,157	84,000	6,000	8%
EQUIPMENT AND SUPPLIES						
6110 Equipment and Supplies	18,737	85,225	85,225	85,000	(225)	0%

**WELLINGTON FIRE PROTECTION DISTRICT
2025 BUDGET
GENERAL FUND
MILL LEVY
ASSESSED VALUATION**

	2023 Actual	2024 Budget	2024 estimated	2025 Budget	Change from PY budget	Percent Change
6120 Fuel Expenses	14,968	28,000	18,962	28,000	-	0%
6140 Repairs and Maintenance - Equipment	28,295	82,500	80,000	80,000	(2,500)	-3%
TOTAL EQUIPMENT AND SUPPLIES	62,000	195,725	184,187	193,000	(2,725)	-1%
COMMUNICATIONS/IT						
6210 IT services and supplies	27,179	27,500	56,691	29,932	2,432	9%
6230 Dispatch	8,024	14,500	14,732	14,500	-	0%
Total COMMUNICATIONS/IT	35,203	42,000	71,423	44,432	2,432	6%
TRAVEL, TRAINING & OPERATIONAL SUPPORT						
6310 Health & Safety	26,792	28,500	26,794	28,500	-	0%
6330 Training - operations	6,259	57,000	57,000	63,000	6,000	11%
5270 Travel, Meetings and Meals	1,043	2,650	2,000	2,650	-	0%
Total TRAVEL, TRAINING & OPERATIONAL SUPPORT	34,094	88,150	85,794	94,150	6,000	7%
MANAGERIAL EXPENSES						
7010 Office Expenses	2,168	2,000	5,856	6,000	4,000	200%
7020 Accounting/Finance	77,888	60,000	64,600	65,000	5,000	8%
7025 Legal Expenses	5,678	10,000	3,506	15,000	5,000	50%
7030 Professional Fees	17,502	104,525	104,525	32,000	(72,525)	-69%
7050 Fees/Dues/Subscriptions	20,363	9,500	7,965	13,100	3,600	38%
7060 Payroll Processing Fees	8,662	8,500	12,550	10,000	1,500	18%
7070 County Treasurer Fees	60,994	74,338	82,297	77,613	3,275	4%
7080 Bank Service Charge	964	300	300	300	-	0%
7100 Insurance	16,109	44,300	44,300	44,300	-	0%
7110 District Board Expenses	808	5,000	5,000	5,000	-	0%
7120 Election Costs	10,727	-	-	54,000	54,000	0%
7130 Grant Expenses	-	-	-	-	-	-
Total MANAGERIAL EXPENSES	221,863	318,463	330,899	322,313	3,850	1%
Contingencies						
6336 Contingencies	-	80,000	-	80,000	-	0%

**WELLINGTON FIRE PROTECTION DISTRICT
2025 BUDGET
GENERAL FUND
MILL LEVY
ASSESSED VALUATION**

	2023 Actual	2024 Budget	2024 estimated	2025 Budget	Change from PY budget	Percent Change
Total Contingencies	-	80,000	-	80,000	-	0%
Fire Prevention						
6401 Public Education	40	1,000	-	1,000	-	0%
6402 Supplies-Enforcement/Investigate	961	3,000	-	-	(3,000)	-100%
Total Fire Prevention	1,001	4,000	-	1,000	(3,000)	-75%
TOTAL OPERATING EXPENSES	2,414,128	3,285,609	2,879,632	3,554,923	269,313	8%
OPERATING NET CHANGE	858,304	721,877	1,452,755	488,522	(233,355)	-32%
Debt Service						
9015 Debt Service	312,964	346,299	155,799	269,546	(76,753)	-22%
8003 Volunteer Pension Contribution	105,876	105,876	129,824	129,824	23,948	23%
Total Debt Service and Vol Pension	418,840	452,175	285,623	399,370	(52,805)	-12%
Net operating income, net of debt service	439,464	269,702	1,167,132	89,152	(180,550)	-67%
NON OPERATING REVENUES						
4014 Wildland Firefighting	-	60,000	-	60,000	-	0%
4016 Service Fees	25,148	30,000	780	1,000	(29,000)	-97%
4017 Miscellaneous	8,625	5,000	5,626	5,000	-	0%
400 Equipment Sold	9,000	-	-	-	-	0%
4018 Donations	25,620	25,000	25,000	25,000	-	0%
4020 Interest income	24,245	7,000	135,000	100,000	93,000	1329%
4019 Grants	-	-	-	16,200	16,200	0%
4100 Proceeds from issuance of debt	225,000	250,000	-	1,300,000	1,050,000	420%
Total Non-Operating Revenues	317,638	377,000	166,406	1,507,200	1,130,200	300%
Capital Outlay						
7942 Capital Outlay	-	40,000	108,667	1,340,000	1,300,000	3250%
Total Capital Outlay	-	40,000	108,667	1,340,000	1,300,000	3250%

**WELLINGTON FIRE PROTECTION DISTRICT
2025 BUDGET
GENERAL FUND
MILL LEVY
ASSESSED VALUATION**

	2023 Actual	2024 Budget	2024 estimated	2025 Budget	Change from PY budget	Percent Change
6320 Wildland Travel Expenses	-	15,000	-	15,000	-	0%
5020 Wildland Salaries	-	45,000	-	45,000	-	0%
Total Non-Operating Expenses	-	100,000	108,667	1,400,000	1,300,000	1300%
Non-Operating Net Change	317,638	277,000	57,739	107,200	(169,800)	
Change in Fund Balance	757,102	546,702	1,224,871	196,352	(350,350)	
Beg Fund bal	141,544	898,646	898,646	2,123,517		
End Fund bal	898,646	1,445,348	2,123,517	2,319,869		
Cash beg year 2023						935,309
Projected cash end of year 2024						2,160,180
Cash needed first 3 months 2025						700,000
Cash in reserve 12/31/2024 - capital						1,460,180
TOTAL OPERATING REVENUES	3,272,432	4,007,486	4,332,387	4,043,445	35,958	1%
TOTAL OPERATING EXPENSES	2,414,128	3,285,609	2,879,632	3,554,923	269,313	8%
NET Change	858,304	721,877	1,452,755	488,522	233,355	32%
Non-Operating Revenues	317,638	377,000	166,406	1,507,200	1,130,200	300%
Non Operating Expense	-	100,000	108,667	1,799,370	1,300,000	1300%
NET CHANGE IN FUND BALANCE	1,175,942	998,877	1,510,494	196,352	63,555	-968%

WELLINGTON FIRE PROTECTION DISTRICT
2025 Budget
Impact Fee Fund

		2023 Actual	2024 Budget	2024 estimated	2025 Budget	Change
INCOME						
TAX REVENUES						
4015	Impact Fees	94,969	40,000	10,000	40,000	-
	Interest	324				
	Total INCOME	95,293	40,000	10,000	40,000	-
EXPENSES						
	Non capital expenditures	-				
	Debt Service	69,500	69,500	69,500	-	(69,500)
	Total EXPENSES	69,500	69,500	69,500	-	(69,500)
	Transfer in					
	Gross Fund Balance/Profit	25,793	(29,500)	(59,500)	40,000	(69,500)
	Beg Fund bal	208,359	234,152	234,152	174,652	
	End Fund bal	234,152	204,652	174,652	214,652	

December 4th 2024 Special meeting after recess

Date: December 10, 2024

Duration: 1:04:24

Participants: Participant 1, Participant 2, Participant 3, Participant 4, Participant 5, Participant 6, Participant 7, and Participant 8

Action Items

- [] David Green - **Revise 2025 budget** Update the 2025 budget to include the union contract costs (~\$35,000) and volunteer pension costs (~\$24,000) and present to the board
- [] Chief Germain - **Distribute attorney responses** Forward any attorney responses regarding the union contract to board members individually when received

Overview

- Board voted against accepting the proposed union contract with **3-2** vote
- Union representatives clarified current union membership is effectively at **100%** with one new member pending processing
- Board members expressed desire for public review period and presentation on contract benefits to taxpayers
- Budget impact estimated at **\$35,068** for contract terms plus **\$24,000** for pensioner payments
- District projected to have **\$1.7 million** in reserves by March 2025

Past practices and policy implications for contract

- Union explained current policies dating back to pre-1991 have inconsistent enforcement
- Union opposed adding all policies into contract due to ongoing department-wide policy review
- Union agreed to consider adding some policies in future contract renegotiation after **6 months**
- Chief currently has **5** people working on policy updates

Three-year reemployment list rationale

- Union requested **3-year** reemployment list based on time taken to rebuild staffing levels
- Union emphasized cost savings of rehiring laid-off employees versus new hiring process
- Maximum reemployment list duration requested was **36 months**
- Union noted previous employees are currently retesting for employment

Union membership and contract coverage

- Contract covers all firefighters regardless of union membership status
- Current contract includes provision for **50%** of employees to request new bargaining agents
- Union maintained effectively **100%** membership with one new member pending processing

Budget impact analysis of contract terms

- Total contract cost impact estimated at **\$35,068**
- District has **\$80,000** contingency fund in 2025 budget
- Comp time maximum set at **72 hours** per employee

- District projected to have **\$1.7 million** in reserves by March 2025
- Fire truck payment of **\$224,000** included in 2025 budget

Contract vote and public review process

- Board voted **4-1** against accepting the contract
- Board members requested time for public review and input
- Union questioned legality of negotiator voting against tentative agreement
- Board discussed need for presentation to public on taxpayer benefits
- Contract has been posted publicly on district website for **2 weeks**

December 4th 2024 Special meeting up to recess

Date: December 10, 2024

Duration: 22:58

Participants: Participant 1, Participant 2, Participant 3, Participant 4, Participant 5, Participant 6, Participant 7, Participant 8, and Participant 9

Overview

- Board held special meeting on **December 4, 2024** to review union contract with significant public input
- Multiple citizens requested postponing union contract signing until after:
 - More public education and discussion
 - Upcoming board elections
- Board received 7+ public comments/correspondence opposing immediate contract signing
- Key public concerns: contract's perpetual renewal terms, lack of public review time, and timing before board elections
- Board debated including union representatives in executive session, decided to consult legal counsel

Meeting opening and roll call

- Director Lopez, Director Standing, President Bollinger, and Director Gater confirmed present
- Director Hunter noted as absent

Debate over public comment timing in agenda

- Director Lopez motioned to have public comments and correspondence read before executive session
- Motion passed unanimously despite initial suggestion to hold after executive session
- Timing concern raised about attorney availability from **5:00-6:00 PM**

In-person public comments on union contract

- Carol (resident) requested more time for public review of union contract implications
- John Gator (downtown resident) raised concerns:
 - Need for public explanation of taxpayer benefits
 - Warned about perpetual contract renewal terms
 - Requested public Q&A session
- Nick Schneberger (4226 Alder Creek Lane) spoke as district employee:
 - Emphasized need to retain firefighters
 - Asked board to consider employee perspectives

Public correspondence regarding union contract

- Multiple emails read from:
 - Steve Sarno
 - Rosemary
 - Jamie Story Rice
 - Thomas Nichelle (Colonel USAF retired)

- Rex Ann Frank
- Common themes across correspondence:
 - Requests to postpone contract signing
 - Concerns about lack of public input
 - Questions about taxpayer benefits
 - Timing relative to upcoming board elections

Executive session participation discussion

- Union representatives requested inclusion in executive session
- Board initially indicated lawyer had advised against including opposing party
- Meeting recessed to consult legal counsel on participation question



Wellington Fire Protection District REGULAR BOARD MEETING MINUTES

The **Regular Board Meeting** of the Wellington Fire Protection District was called to order starting at at **5:00 pm** on **November 20th, 2024**. The meeting was held at **Station 1** located at 8130 3rd St, Wellington, CO 80549.

Pledge of Allegiance

Roll Call Bollinger, Gaiter, Hunter, Lopez, Standing

Additions/Deletions to the Agenda

Conflicts of Interest

Correspondence

Public Comment

Any property owner, business owner, or resident of the District that would like to comment on items not listed on the agenda may be restricted to a 3-minute limit per person.

Employee Recognition

Guests or Presentations

Consent Agenda

- Regular Board Meeting Minutes for October 16th 2024 - M/S Hunter/Gaiter Accept, Unanimous

Chief's Report

Employee Report

Committee Reports

District Business:

1. **Monthly Financial Report** - Table
2. **Budget** - Table
3. **Volunteer pension additional check** - Table
4. **Appoint a Designated Election Official** - Accept Chris Sheafor's proposal. M/S Gaiter/ Lopez, Unanimous.
5. **Revision of District Administrator Job Description** - Table
6. **Consideration to ratify collective bargaining agreement** - Table

Station 16
8130 3rd Street
Wellington, CO 80549



Station 17
108 E County Road 66
Fort Collins, CO 80524

Wellington Fire Protection District

Other

Calendar Items:

Next Board Meeting –Regular Board Meeting – December 11th, Station 1 @ 5:00 PM

Adjournment: M/S Gaiter/Hunter. Unanimous



Wellington Fire Protection District

SPECIAL BOARD MEETING MINUTES

A **Special Board Meeting** of the Wellington Fire Protection District was held on **December 4th, 2024**. The meeting will be held at **Station 1** located at 8130 3rd St, Wellington, CO 80549 at **5PM**.

Pledge of Allegiance

Roll Call : Bollinger, Gaiter, Lopez, Standing, Hunter (late)

Additions/Deletions to the Agenda : M/S Lopez/Standing - Read Correspondence, unanimous

Conflicts of Interest

Public Comment

Any property owner, business owner, or resident of the District that would like to comment on items not listed on the agenda may be restricted to a 3-minute limit per person.

Carol Story - Would like more time to consider the union contract for the public.

John Gaiter - Various concerns.

District Business

M/S Gaiter/Standing - Recess 1723 - Unanimous - Back from recess 1725

1. Executive Session pursuant to Sec. 24-6-402(4)(e)(I), C.R.S., for purposes of discussing matters that are subject to negotiations, forming strategy for negotiations, and instructing negotiators regarding the proposed agreement with the local Union. - **Initially no action. Subsequently M/S Bollinger, Gaiter, Lopez, Standing for & Hunter against. Passed**
2. Discussion of budget implications of Union Contract - **No action taken**
3. Discussion and possible action of Union Contract - **M/S Hunter/Bollinger - Accept CBA - Hunter & Bollinger for & Gaiter, Lopez, Sanding against. Failed**

Other

Adjournment: 1950 - M/S Gaiter/Standing - Unanimous

November 20th 2024 Special meeting

Date: December 10, 2024

Duration: 3:16

Participants: Participant 1 and Participant 2

Overview

- Wellington Professional Firefighters Local 5389 and the board reached tentative agreement on new contract focusing on recruitment, retention, and safety
- Board moved to executive session to discuss negotiation matters with Adele Reisler and Todd Germain
- Director Hunter was absent from the meeting, all other directors present

Union president remarks on contract negotiations

- Shane (Local 5389 President) expressed gratitude for board's good-faith contract negotiations
- Shane highlighted that the tentative agreement aims to:
 - Provide fair and equitable terms for firefighters
 - Maintain high service levels for Wellington community
 - Address recruitment and retention challenges
 - Improve safety measures
- Shane acknowledged board members' previous questions and clarifications about the tentative agreement

Motion for executive session

- Board approved executive session to discuss:
 - Matters subject to negotiations under section 246 CRS
 - Legal advice under section 24-6-4002 CRS
- Board approved Adele Reisler and Todd Germain to join executive session

12:04 PM

12/06/24

Accrual Basis

Wellington Fire Protection District Monthly Disbursements As of November 30, 2024

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
CASH-IMPACT FEES									175,983.05
100 · Colotrust - Impact Fees									175,983.05
Total 100 · Colotrust - Impact Fees									175,983.05
Total CASH-IMPACT FEES									175,983.05
CASH - GENERAL FUND									2,923,662.50
101 · Colotrust Plus									2,756,738.11
Transfer	11/01/2024			Funds Tran...	X	103 · Operat...		125,000.00	2,631,738.11
Transfer	11/08/2024			Funds Tran...	X	103 · Operat...		60,000.00	2,571,738.11
Deposit	11/12/2024			Deposit	X	110 · Cash ...	31,956.78		2,603,694.89
Transfer	11/22/2024			Funds Tran...	X	103 · Operat...		110,000.00	2,493,694.89
Deposit	11/30/2024			Deposit	X	4020 · Inter...	10,415.12		2,504,110.01
Total 101 · Colotrust Plus									2,504,110.01
102 · Colotrust Prime									155,898.68
Deposit	11/30/2024			Deposit	X	4020 · Inter...	589.24		156,487.92
Total 102 · Colotrust Prime									156,487.92
103 · Operating - Points West - 5485									-32,212.00
Transfer	11/01/2024			Funds Tran...	X	101 · Colotr...	125,000.00		92,788.00
Check	11/04/2024	ACH	Rocky Mountain ...		X	5210 · Healt...		770.37	92,017.63
Deposit	11/04/2024			Deposit	X	4017 · MISC...	100.00		92,117.63
Check	11/05/2024	ACH	Centurylink / Lu...		X	6010 · Utilities		197.94	91,919.69
Check	11/05/2024	ACH	Rocky Mountain ...	Reserve R...	X	5210 · Healt...		2,500.00	89,419.69
Transfer	11/08/2024			Funds Tran...	X	101 · Colotr...	60,000.00		149,419.69
Check	11/12/2024	ACH	Rocky Mountain ...		X	5210 · Healt...		1,209.98	148,209.71
Check	11/13/2024	ACH	Anthem Blue Cr...		X	5210 · Healt...		19,657.62	128,552.09
Check	11/14/2024	ACH	Poudre Valley R...		X	6010 · Utilities		287.64	128,264.45
Check	11/15/2024	ACH	Northern Colora...	Acct# 40911	X	6010 · Utilities		39.00	128,225.45
Check	11/15/2024	ACH	Senergy Petrole...	Inv: SEN-9...	X	6120 · Fuel ...		330.99	127,894.46
Check	11/15/2024	ACH	Microsoft	Invoice: E0...	X	6210 · I.T. a...		108.00	127,786.46
General Journal	11/15/2024	2022...			X	5010 · Salar...		51,405.55	76,380.91
General Journal	11/15/2024	2022...			X	5010 · Salar...		9,365.20	67,015.71
Check	11/16/2024	ACH	Vectra Bank		X	2201 · Vectr...		6,662.77	60,352.94
Check	11/18/2024	ACH	AFLAC		X	2100 · Payr...		268.40	60,084.54
Check	11/19/2024	ACH	Northern Colora...	Acct# 17301	X	6010 · Utilities		39.00	60,045.54
Bill Pmt -Check	11/20/2024	7235	Bound Tree Med...			2000 · ACC...		114.30	59,931.24
Bill Pmt -Check	11/20/2024	7236	Business Card F...			2000 · ACC...		585.52	59,345.72
Bill Pmt -Check	11/20/2024	7237	Colorado Divisio...			2000 · ACC...		50.00	59,295.72
Bill Pmt -Check	11/20/2024	7238	First Responder ...			2000 · ACC...		1,350.00	57,945.72
Bill Pmt -Check	11/20/2024	7239	Front Range Ov...		X	2000 · ACC...		6,415.00	51,530.72
Bill Pmt -Check	11/20/2024	7240	Green & Associa...			2000 · ACC...		3,675.00	47,855.72
Bill Pmt -Check	11/20/2024	7241	ICC-			2000 · ACC...		1,507.00	46,348.72
Bill Pmt -Check	11/20/2024	7242	Ikon Fire LLC			2000 · ACC...		214.95	46,133.77
Bill Pmt -Check	11/20/2024	7243	Lyons Gaddis		X	2000 · ACC...		3,305.70	42,828.07
Bill Pmt -Check	11/20/2024	7244	Municipal Emerg...			2000 · ACC...		36,383.40	6,444.67
Bill Pmt -Check	11/20/2024	7245	O'Reilly Auto			2000 · ACC...		27.97	6,416.70
Bill Pmt -Check	11/20/2024	7246	Portable Restroo...		X	2000 · ACC...		96.00	6,320.70
Bill Pmt -Check	11/20/2024	7247	Poudre Fire Auth...			2000 · ACC...		1,599.37	4,721.33
Bill Pmt -Check	11/20/2024	7248	Vector Solutions			2000 · ACC...		3,105.00	1,616.33
Bill Pmt -Check	11/20/2024	7249	Wellington Profe...			2000 · ACC...		747.72	868.61

12:04 PM

12/06/24

Accrual Basis

Wellington Fire Protection District
Monthly Disbursements
As of November 30, 2024

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Check	11/20/2024	ACH	Paylocity		X	7060 · Payr...		722.82	145.79
Check	11/21/2024	ACH	Republic Services		X	6010 · Utilities		215.95	-70.16
Check	11/21/2024	ACH	Rocky Mountain ...	Invoice: 10...	X	5210 · Healt...		218.00	-288.16
Check	11/21/2024	ACH	Northern Colora...	ACCT 17301	X	6010 · Utilities		39.00	-327.16
Deposit	11/21/2024			Deposit	X	4017 · MISC...	200.00		-127.16
Transfer	11/22/2024			Funds Tran...	X	101 · Colotr...	110,000.00		109,872.84
Check	11/23/2024	ACH	Black Hills Energy		X	6010 · Utilities		308.33	109,564.51
Check	11/26/2024	ACH	Town of Wellingt...	Acct#1628....	X	6010 · Utilities		228.55	109,335.96
General Journal	11/29/2024	2022...			X	5010 · Salar...		50,410.54	58,925.42
General Journal	11/29/2024	2022...			X	5010 · Salar...		8,527.36	50,398.06
Total 103 · Operating - Points West - 5485							295,300.00	212,689.94	50,398.06
108.000 · Operating - 1st National Bank									43,237.71
Total 108.000 · Operating - 1st National Bank									43,237.71
Total CASH - GENERAL FUND							338,261.14	507,689.94	2,754,233.70
TOTAL							338,261.14	507,689.94	2,930,216.75

November 20th 2024 Regular Board meeting

Date: December 10, 2024

Duration: 10:46

Participants: Participant 1, Participant 2, Participant 3, Participant 4, Participant 5, and Participant 6

Action Items

- [] Jacob Saulsbery - **Coordinate election official onboarding** Contact Chris Schaeffer to begin election official duties and coordinate initial requirements following his appointment as Designated Election Official

Overview

- Board tabled **5** agenda items including monthly financial report, budget, and union membership items to next meeting on **December 18th**
- Local 5389 reported **100%** participation and approval from union membership on tentative contract agreement
- Board appointed Chris Schaeffer as designated election official for **\$5,470** plus direct costs
- Chief announced hiring of new Lt. Darren Henry from Platte Valley
- New fire engine delivery expected between **December 13th** and **December 20th**

Union contract agreement public comment

- Local 5389 representative cited Article 4B of negotiating rules regarding bargaining team responsibilities
- Local 5389 reported achieving **100%** participation and **100%** approval from membership on tentative agreement
- Union urged board to move forward with contract ratification based on good faith negotiations

Multiple agenda items

- Board tabled the following items to **December 11th** meeting:
 - Monthly financial report
 - District administrator job description revision
 - Budget
 - Volunteer pension additional check
- Board removed union membership item from agenda

Election official appointment and cost discussion

- Board appointed Chris Schaeffer as designated election official
- Cost structure approved:
 - Base fee of **\$5,470**
 - Additional direct costs for printing and materials to be reimbursed
- Chief noted Schaeffer's previous experience running health district elections in Laramie County

New lieutenant hire announcement

- Chief announced hiring of Lt. Darren Henry from Platte Valley
- Selection was unanimous choice from 4 test participants
- Lieutenant started work this week, bringing department to full staffing

Fire engine delivery update

- New engine delivery scheduled between **December 13th** and **December 20th**
- Lt. Serato and Captain Schneberger completed final inspection in Minnesota last week

**WELLINGTON FIRE PROTECTION DISTRICT
ACCOUNTANT'S REPORT
November 30, 2024**

DESCRIPTION	AMOUNT
November 30, 2024	Operating and Admin Expenditures
November 30, 2024	Personnel Costs
	TOTAL EXPENDITURES - CURRENT MONTH
	\$ 59,565
	166,941
	<u>\$ 226,506</u>

CURRENT MONTHS REVENUES

Tax Revenue	\$ -
Interest Income	11,004
Other Income	300
TOTAL RECEIPTS - CURRENT MONTH	<u>\$ 11,304</u>

CASH BALANCE PER FINANCIAL STATEMENTS

	Balance per reconciliation
COLOTRUST - Non Impact Fee accounts	<u>\$ 2,504,110</u>
Points West Bank	30,597
Total Cash per reconciliation	<u>\$ 2,534,707</u>
November 30, 2024	
Less uncleared disbursements for current month	(59,565)
Add: Cash at County Treasurer	-
Net Cash Available	<u>\$ 2,475,142</u>

UNAUDITED
WELLINGTON FIRE PROTECTION DISTRICT
REVENUE & EXPENDITURE STATEMENT
ACTUAL & BUDGET FOR PERIOD ENDING ON NOVEMBER 30, 2024
COMBINED FUNDS

	NOVEMBER ACTUAL	YTD ACTUAL	2024 BUDGET	% OF BUDGET USED	BUDGET REMAINING
REVENUE					
4010 Larimer County Tax	\$ -	\$ 4,202,517	\$ 3,806,885	110.39%	\$ (395,632)
4013 Tax Rebate Payment	-	-	(14,399)	0.00%	(14,399)
4012 Specific Ownership Tax	-	199,187	215,000	92.65%	15,813
4014 Wildland Firefighting	-	-	60,000	0.00%	60,000
4016 Service Fees	-	780	30,000	2.60%	29,220
4017 Miscellaneous	300	5,926	5,000	118.52%	(926)
4018 Donations and events	-	27,413	25,000	109.65%	(2,413)
4020 Interest income	11,004	112,756	7,000	1610.81%	(105,756)
4015 Impact Fees	-	9,850	40,000	24.63%	30,150
Proceeds from issuance of debt	-	-	250,000	0.00%	250,000
TOTAL REVENUE	11,304	4,558,429	4,424,486	103.03%	(133,943)
PERSONNEL COSTS					
5010 Salaries and Wages	118,311	1,371,157	1,759,958	77.91%	388,801
5020 Wildland Salaries	-	3,092	45,000	6.87%	41,908
5025 District Board Compensation	500	6,200	9,000	68.89%	2,800
5030 Overtime	19,321	194,422	159,000	122.28%	(35,422)
5110 Employer Taxes	2,398	34,126	57,839	59.00%	23,713
5120 Workers Compensation	-	70,093	74,000	94.72%	3,907
5210 Health, Dental & Vision Insurance	11,257	175,632	156,340	112.34%	(19,292)
5230 FPPA	15,100	156,746	263,135	59.57%	106,389
5270 Employee Appreciation	54	758	2,650	28.62%	1,892
TOTAL PERSONNEL COSTS.	166,941	2,012,226	2,526,922	79.63%	514,696
OPERATING AND ADMIN EXPENDITURES					
6010 Utilities	3,944	38,604	53,000	72.84%	14,396
6020 Station Supplies	7,545	14,622	5,000	292.44%	(9,622)
6030 Building Repairs & Maintenance	1,184	24,090	20,000	120.45%	(4,090)
6110 Equipment and Supplies	20,803	65,924	85,225	77.35%	19,301
6120 Fuel Expenses	614	16,818	28,000	60.06%	11,182
6140 Repairs and Maintenance - Equipment	15,309	75,873	80,000	94.84%	4,127
6210 IT services and supplies	4,739	49,438	27,500	179.77%	(21,938)
6220 Radio Maintenance	-	-	2,500	0.00%	2,500
6230 Dispatch	-	10,406	14,500	71.76%	4,094
6310 Health & Safety	1,350	21,446	28,500	75.25%	7,054
6320 Wildland Travel Expenses	95	95	15,000	0.63%	14,905
6330 Training & Seminars	433	7,630	57,000	13.39%	49,370
7010 Office Expenses	73	4,495	2,000	224.77%	(2,495)
7020 Accounting/Finance	2,625	54,750	60,000	91.25%	5,250
7025 Legal Expenses	-	5,935	10,000	59.35%	4,065
7030 Professional Fees	-	75,209	104,525	71.95%	29,316
7050 Fees/Dues/Subscriptions	128	6,219	9,500	65.46%	3,281
7060 Payroll Processing Fees	723	10,889	8,500	128.11%	(2,389)
7070 County Treasurer Fees	-	83,837	74,338	112.78%	(9,499)
7080 Bank Service Charge	-	251	300	83.67%	49
7100 Insurance	-	32,782	44,300	74.00%	11,518
7110 District Board Expenses	-	1,364	5,000	27.28%	3,636
6336 Contingencies	-	-	80,000	0.00%	80,000
8003 Volunteer Pension Contribution	-	129,824	105,876	122.62%	(23,948)
6401 Public Education	-	-	1,000	0.00%	1,000
6402 Supplies-Enforcement/Investigate	-	-	3,000	0.00%	3,000
7942 Capital Outlay	-	79,567	40,000	198.92%	(39,567)
9015 Debt Service / Lease Payments	-	155,799	415,799	37.47%	260,000
TOTAL OPERATING AND ADMIN EXPENDI	59,565	965,867	1,380,363	69.97%	414,496
TOTAL EXPENDITURES	226,506	2,978,093	3,907,285	76.22%	929,191
EXCESS (DEFICIENCY) OF REVENUE OVER (UNDER) EXPENDITURE	\$ (215,202)	\$ 1,580,336	\$ 517,202		\$ 1,063,135

Not audited, reviewed or compiled. No assurances provided. All Disclosures are omitted.

**WELLINGTON FIRE PROTECTION DISTRICT
ACCOUNTANT'S REPORT
October 31, 2024**

DESCRIPTION	AMOUNT	
October 31, 2024	Operating and Admin Expenditures	\$ 187,238
October 31, 2024	Personnel Costs	239,502
	TOTAL EXPENDITURES - CURRENT MONTH	<u>\$ 426,740</u>

CURRENT MONTHS REVENUES

Tax Revenue	\$ 30,498
Interest Income	12,825
Other Income	1,622
TOTAL RECEIPTS - CURRENT MONTH	<u>\$ 44,945</u>

CASH BALANCE PER FINANCIAL STATEMENTS

	Balance per reconciliation
COLOTRUST - Non Impact Fee accounts	<u>\$ 2,787,637</u>
Points West Bank	72,987
Total Cash per reconciliation	<u>\$ 2,860,624</u>
	October 31, 2024
Less uncleared disbursements for current month	(187,238)
Add: Cash at County Treasurer	30,498
Net Cash Available	<u>\$ 2,703,884</u>

UNAUDITED
WELLINGTON FIRE PROTECTION DISTRICT
REVENUE & EXPENDITURE STATEMENT
ACTUAL & BUDGET FOR PERIOD ENDING ON OCTOBER 31, 2024
COMBINED FUNDS

	OCTOBER ACTUAL	YTD ACTUAL	2024 BUDGET	% OF BUDGET USED	BUDGET REMAINING
REVENUE					
4010 Larimer County Tax	\$ 8,137	\$ 4,202,517	\$ 3,806,885	110.39%	\$ (395,632)
4013 Tax Rebate Payment	-	-	(14,399)	0.00%	(14,399)
4012 Specific Ownership Tax	22,360	199,187	215,000	92.65%	15,813
4014 Wildland Firefighting	-	-	60,000	0.00%	60,000
4016 Service Fees	-	780	30,000	2.60%	29,220
4017 Miscellaneous	-	5,626	5,000	112.52%	(626)
4018 Donations and events	-	27,413	25,000	109.65%	(2,413)
4020 Interest income	12,825	101,752	7,000	1453.60%	(94,752)
4015 Impact Fees	1,622	9,850	40,000	24.63%	30,150
Proceeds from issuance of debt	-	-	250,000	0.00%	250,000
TOTAL REVENUE	44,945	4,547,125	4,424,486	102.77%	(122,639)
PERSONNEL COSTS					
5010 Salaries and Wages	168,852	1,252,847	1,759,958	71.19%	507,111
5020 Wildland Salaries	-	3,092	45,000	6.87%	41,908
5025 District Board Compensation	500	5,700	9,000	63.33%	3,300
5030 Overtime	26,504	175,101	159,000	110.13%	(16,101)
5110 Employer Taxes	3,423	31,728	57,839	54.86%	26,111
5120 Workers Compensation	8,062	70,093	74,000	94.72%	3,907
5210 Health, Dental & Vision Insurance	10,409	164,375	156,340	105.14%	(8,035)
5230 FPPA	21,752	141,646	263,135	53.83%	121,489
5270 Employee Appreciation	-	704	2,650	26.57%	1,946
TOTAL PERSONNEL COSTS.	239,502	1,845,286	2,526,922	73.03%	681,636
OPERATING AND ADMIN EXPENDITURES					
6010 Utilities	2,756	34,660	53,000	65.40%	18,340
6020 Station Supplies	2,808	7,077	5,000	141.53%	(2,077)
6030 Building Repairs & Maintenance	9,196	22,906	20,000	114.53%	(2,906)
6110 Equipment and Supplies	7,845	45,120	85,225	52.94%	40,105
6120 Fuel Expenses	1,831	16,204	28,000	57.87%	11,796
6140 Repairs and Maintenance - Equipment	1,520	60,564	80,000	75.70%	19,436
6210 IT services and supplies	12,304	44,699	27,500	162.54%	(17,199)
6220 Radio Maintenance	-	-	2,500	0.00%	2,500
6230 Dispatch	-	10,406	14,500	71.76%	4,094
6310 Health & Safety	-	20,096	28,500	70.51%	8,404
6320 Wildland Travel Expenses	-	-	15,000	0.00%	15,000
6330 Training & Seminars	810	7,197	57,000	12.63%	49,803
7010 Office Expenses	30	4,422	2,000	221.12%	(2,422)
7020 Accounting/Finance	3,675	52,125	60,000	86.88%	7,875
7025 Legal Expenses	3,306	5,935	10,000	59.35%	4,065
7030 Professional Fees	500	75,209	104,525	71.95%	29,316
7050 Fees/Dues/Subscriptions	122	6,091	9,500	64.12%	3,409
7060 Payroll Processing Fees	754	10,166	8,500	119.60%	(1,666)
7070 County Treasurer Fees	-	83,837	74,338	112.78%	(9,499)
7080 Bank Service Charge	-	251	300	83.67%	49
7100 Insurance	100	32,782	44,300	74.00%	11,518
7110 District Board Expenses	-	1,364	5,000	27.28%	3,636
6336 Contingencies	-	-	80,000	0.00%	80,000
8003 Volunteer Pension Contribution	129,824	129,824	105,876	122.62%	(23,948)
6401 Public Education	-	-	1,000	0.00%	1,000
6402 Supplies-Enforcement/Investigate	-	-	3,000	0.00%	3,000
7942 Capital Outlay	9,857	79,567	40,000	198.92%	(39,567)
9015 Debt Service / Lease Payments	-	155,799	415,799	37.47%	260,000
TOTAL OPERATING AND ADMIN EXPENDI	187,238	906,302	1,380,363	65.66%	474,061
TOTAL EXPENDITURES	426,740	2,751,587	3,907,285	70.42%	1,155,697
EXCESS (DEFICIENCY) OF REVENUE OVER (UNDER) EXPENDITURE	\$ (381,795)	\$ 1,795,538	\$ 517,202		\$ 1,278,336

Not audited, reviewed or compiled. No assurances provided. All Disclosures are omitted.

Wellington Fire Protection District Monthly Disbursements As of October 31, 2024

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
CASH-IMPACT FEES									175,983.05
100 · Colotrust - Impact Fees									175,983.05
Total 100 · Colotrust - Impact Fees									175,983.05
Total CASH-IMPACT FEES									175,983.05
CASH - GENERAL FUND									3,276,105.15
101 · Colotrust Plus									2,961,405.56
Transfer	10/07/2024			Funds Tran...	X	103 · Operat...		50,000.00	2,911,405.56
Transfer	10/11/2024			Funds Tran...	X	103 · Operat...		75,000.00	2,836,405.56
Transfer	10/18/2024			Funds Tran...	X	103 · Operat...		50,000.00	2,786,405.56
Transfer	10/29/2024			Funds Tran...	X	103 · Operat...		75,000.00	2,711,405.56
Deposit	10/31/2024			Deposit	X	110 · Cash ...	33,132.01		2,744,537.57
Deposit	10/31/2024			Deposit	X	4020 · Inter...	12,200.54		2,756,738.11
Total 101 · Colotrust Plus							45,332.55	250,000.00	2,756,738.11
102 · Colotrust Prime									155,273.87
Deposit	10/31/2024			Deposit	X	4020 · Inter...	624.81		155,898.68
Total 102 · Colotrust Prime							624.81	0.00	155,898.68
103 · Operating - Points West - 5485									116,188.01
Check	10/04/2024	ACH	Rocky Mountain ...		X	5210 · Healt...		1,576.51	114,611.50
General Journal	10/04/2024	2022...			X	5010 · Salar...		48,654.58	65,956.92
General Journal	10/04/2024	2022...			X	5010 · Salar...		8,564.27	57,392.65
Check	10/07/2024	ACH	Fire And Police ...		X	800.300 · V...		26,015.20	31,377.45
Transfer	10/07/2024			Funds Tran...	X	101 · Colotr...	50,000.00		81,377.45
Check	10/08/2024	ACH	Centurylink / Lu...		X	6010 · Utilities		192.41	81,185.04
Check	10/10/2024	ACH	Poudre Valley R...		X	6010 · Utilities		230.21	80,954.83
Check	10/10/2024	ACH	Pinnacol Assura...		X	5120 · Work...		8,062.16	72,892.67
Transfer	10/11/2024			Funds Tran...	X	101 · Colotr...	75,000.00		147,892.67
Bill Pmt -Check	10/15/2024	7213	Airpro		X	2000 · ACC...		1,261.85	146,630.82
Bill Pmt -Check	10/15/2024	7214	Bound Tree Med...		X	2000 · ACC...		157.46	146,473.36
Bill Pmt -Check	10/15/2024	7215	Colorado Divisio...			2000 · ACC...		160.00	146,313.36
Bill Pmt -Check	10/15/2024	7216	Elevated Fire Su...		X	2000 · ACC...		1,975.24	144,338.12
Bill Pmt -Check	10/15/2024	7217	Encompass Doo...		X	2000 · ACC...		496.66	143,841.46
Bill Pmt -Check	10/15/2024	7218	First Responder ...		X	2000 · ACC...		1,350.00	142,491.46
Bill Pmt -Check	10/15/2024	7219	Green & Associa...		X	2000 · ACC...		3,600.00	138,891.46
Bill Pmt -Check	10/15/2024	7220	ICC-		X	2000 · ACC...		1,894.25	136,997.21
Bill Pmt -Check	10/15/2024	7221	Larimer County ...			2000 · ACC...		320.55	136,676.66
Bill Pmt -Check	10/15/2024	7222	Lyons Gaddis		X	2000 · ACC...		265.50	136,411.16
Bill Pmt -Check	10/15/2024	7223	Municipal Emerg...		X	2000 · ACC...		6,662.79	129,748.37
Bill Pmt -Check	10/15/2024	7224	Nicoletti-Flater A...			2000 · ACC...		500.00	129,248.37
Bill Pmt -Check	10/15/2024	7225	O'Reilly Auto		X	2000 · ACC...		73.27	129,175.10
Bill Pmt -Check	10/15/2024	7226	PH Electric LLC		X	2000 · ACC...		187.21	128,987.89
Bill Pmt -Check	10/15/2024	7227	Portable Restroo...		X	2000 · ACC...		96.00	128,891.89
Bill Pmt -Check	10/15/2024	7228	Poudre Fire Auth...		X	2000 · ACC...		1,252.94	127,638.95
Bill Pmt -Check	10/15/2024	7229	SeaWestern		X	2000 · ACC...		797.05	126,841.90
Bill Pmt -Check	10/15/2024	7230	Tribbett Agency		X	2000 · ACC...		100.00	126,741.90
Bill Pmt -Check	10/15/2024	7231	Vertical Bridge T...		X	2000 · ACC...		584.68	126,157.22
Check	10/15/2024	ACH	AFLAC	Invoice 478...	X	2100 · Payr...		268.40	125,888.82
Check	10/16/2024		Vectra Bank		X	2201 · Vectr...		12,738.63	113,150.19
Check	10/17/2024	ACH	Northern Colora...	Acct: 408.10	X	6010 · Utilities		39.00	113,111.19

10:23 AM

11/14/24

Accrual Basis

Wellington Fire Protection District Monthly Disbursements As of October 31, 2024

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Check	10/17/2024	ACH	Northern Color...	acct: 409.11	X	6010 · Utilities		39.00	113,072.19
Check	10/17/2024	ACH	Fire And Police ...		X	800.300 · V...		12,102.68	100,969.51
Bill Pmt -Check	10/18/2024	7232	Eso Solutions Inc.			2000 · ACC...		11,824.00	89,145.51
General Journal	10/18/2024	2022...			X	5010 · Salar...		46,380.35	42,765.16
General Journal	10/18/2024	2022...			X	5010 · Salar...		8,391.57	34,373.59
Transfer	10/18/2024			Funds Tran...	X	101 · Colotr...	50,000.00		84,373.59
Check	10/21/2024	ACH	Rocky Mountain ...		X	5210 · Healt...		218.00	84,155.59
Check	10/21/2024	ACH	Paylocity		X	7060 · Payr...		753.77	83,401.82
Check	10/22/2024	ACH	Northern Color...	acct: 173.01	X	6010 · Utilities		69.27	83,332.55
Check	10/22/2024	ACH	Republic Services	Invoice: 06...	X	6010 · Utilities		208.55	83,124.00
Check	10/22/2024	ACH	Senergy Petrole...	Invoice: SE...	X	6120 · Fuel ...		988.62	82,135.38
Check	10/23/2024	ACH	Black Hills Energy		X	6010 · Utilities		172.05	81,963.33
Check	10/28/2024	ACH	Town of Wellingt...		X	6010 · Utilities		228.55	81,734.78
Check	10/28/2024	ACH	Senergy Petrole...		X	6120 · Fuel ...		745.01	80,989.77
Transfer	10/29/2024			Funds Tran...	X	101 · Colotr...	75,000.00		155,989.77
Check	10/30/2024	7233	Fire And Police ...			800.300 · V...		105,876.00	50,113.77
Check	10/30/2024	7234	Fire And Police ...			800.300 · V...		23,948.00	26,165.77
Check	10/30/2024	ACH	Xcel Energy		X	6010 · Utilities		970.73	25,195.04
General Journal	10/31/2024	2022...			X	5010 · Salar...		48,551.49	-23,356.45
General Journal	10/31/2024	2022...			X	5010 · Salar...		8,855.55	-32,212.00
Total 103 · Operating - Points West - 5485							250,000.00	398,400.01	-32,212.00
108.000 · Operating - 1st National Bank									43,237.71
Total 108.000 · Operating - 1st National Bank									43,237.71
Total CASH - GENERAL FUND							295,957.36	648,400.01	2,923,662.50
TOTAL							295,957.36	648,400.01	3,099,645.55

January 30, 2024

David Cropp, Interim Fire Chief
Via email: dcropp@wfpd.org

RE: Wellington FPD Volunteer Firefighter Plan

Dear Volunteer Plan Employer and Volunteer Plan Board Members:

This letter is regarding changes that FPPA will be making to the way your Volunteer Firefighter plans' assets will be invested. Under Colorado law, specifically, C.R.S. § 31-31-705 (2)(a), FPPA has the responsibility to determine how the assets of your plan will be invested.

In accordance with its responsibilities, FPPA established an internal review committee to evaluate the investment asset allocation for the Volunteer Firefighter plans in light of their changing demographics and cash flow forecasts. The internal review committee, in consultation with GRS Consulting, (FPPA's actuarial firm), developed criteria that warrant a review of the asset allocation. Specifically, FPPA has determined that a review of asset allocation must be done when the plans enter a late-cycle stage where the majority of the remaining benefit obligations will be paid out in a relatively short timeframe.

Criteria for additional review was separated into two categories:

- (1) the average age of participants is age 75 or greater, and the payee to active participant ratio is greater than 2-to-1; and,
- (2) the average age of participants is between 60 and 75, and the payee to active participant ratio is greater than 2-to-1.

FPPA has concluded that the liquidity needs and the risk tolerance of Volunteer Firefighter plans meeting the above criteria dictate a new investment asset allocation is required, or will be required in the near future, to better align with the goal of meeting the plan's benefit obligations. One asset allocation for all Volunteer Firefighter plans is no longer prudent.

Upon the completion of the January 1, 2023, actuarial valuations, your plan was identified as meeting the criteria for category 2 described above. Your Volunteer Firefighter plan assets will continue to be invested in the long-term pool with an expectation to transition to the short-term pool, which has a greater exposure to income generating investments and a lower exposure to equity investments. The anticipated move to the short-term asset allocation, designed to meet your plan's increasing need for liquidity and to reduce the risk of loss of assets, will impact the expected rate of return on the plan assets. We anticipate using a blended Discount rate of 6.0% for the January 1, 2025, actuarial valuation and going forward until the plan assets move to the short-term asset pool. The plan will be evaluated at each biennial actuarial valuation period to determine when to move the plan assets to the short-term pool. The next evaluation period is for the actuarial valuation report as of January 1, 2025.

Current contribution rates for the identified Volunteer Firefighter plans are in place through 2025 but the impact of these changes using a lower discount rate has been calculated. To reduce the overall impact to your plan when the January 1, 2025, actuarial valuations are completed, we strongly encourage you to increase your contributions to the plan in the amount of \$140,365 since the budgeted contributions of

\$116,417 for 2024 and 2025, as reported to FPPA, are not sufficient. We will report to you in the quarterly contribution reports using these increased contributions.

If you would like to meet by telephone to discuss the details of this new asset allocation and the new contribution proposal, please contact me to arrange a mutually convenient time for this conversation, including whomever you wish from your department. We look forward to answering your questions.

Sincerely,

Ahni Smith
Chief Operations Officer

Cc:

Christine Gaiter, Treasurer via email: cgaiter@wfpd.org
David Green, Accountant via email: dgreen@greencpafirm.com
Jacob Saulsbery, Administrative via email: jsaulsbery@wfpd.org

Wellington Fire Protection District

Topics to be Discussed

- Brief history of WFPD
- Ground Rules for Negotiations
- Process
- Collective Bargaining Agreement and Negotiations
- How can this benefit the Firefighters and WFPD community

Brief History of WFPD



Date of first
volunteers-1905



Number of
volunteers-26



Years as a
volunteer fire
department-107



Special District
Designation-1952



Paid Fire
Department -
2013



Growth of
Wellington-

1906 - 350,
1970 - 691,
2000 - 2,672
2010 - 6,289
2020 - 11,047,
2023 - 12,078

Recent History



WFPD became a paid department- 2013 first paid Chief



2017 Mill levy Increase - effective 2018



Dramatic growth-2010-2020 (21.8% increase)
2020-2023 (2.5%)

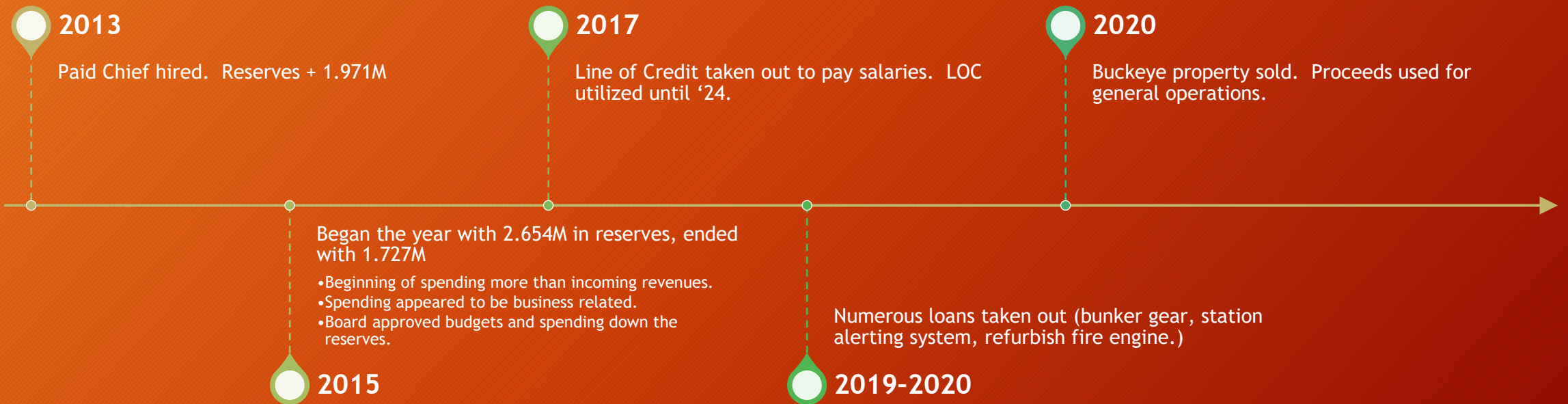


Boundaries = North - State Line, South - CR58,
East - Larimer / Weld County Boarder (Basically I-25), West - Hywy 287



District encompasses 288 sq. miles

Fiscal Challenges



Fiscal Challenges (Cont.)



Recent Leadership History

- Resignation of Chief Green-2021
- Chief Patterson-2022-2023
- Interim Chief Cropp- July 2023-Aug 2024
- Chief Germain-Aug 2024- present

**GROUND RULES WERE SIGNED- SEPTEMBER
2023**

**INITIAL BARGAINING AGENTS- BOARD
PRESIDENT RICK BOLLINGER, DIRECTOR
LOPEZ, UNION PRESIDENT SHANE ELDER,
UNION VICE PRESIDENT NICK
SCHNEEBERGER, UNION SECRETARY/
TREASURER LUCAS CZARNECKI**

Ground Rules for Negotiations

Negotiation Process

- Initial meetings and progress January - March 2024
- Agreed to delay until permanent Chief in place.
 - Chief Germain start date 07/31/2024
- Tentative Agreement Negotiations
 - Total of 4 renegotiation meetings beginning in October 2024.
 - Original management team member changed to accommodate expertise in budgetary issues- Director Lopez replaced Director Standing

Collective Bargaining Agreement Highlights

Article 3.2 - BUDGET INCREASE LIMITATIONS

Both parties recognize that the ability of the District to increase expenditures is subject to limitations imposed by the Division of Local Government, Article X, Section 20 of the Colorado Constitution, also known as the Taxpayer Bill of Rights (TABOR), and other state statutes. This Agreement shall be reopened prior to the necessity of laying off any Firefighter when it is shown to the Firefighter representatives that revenue sources are not sufficient to fund its obligations.

CBA Highlights (Cont.)

- BENEFITS
 - 10 paid holidays
 - Comp time available to earn. (72 hours max; Does NOT carry over.)
 - Salaries are memorialized in the contract.
 - Longevity pay out each year.
 - Vacation Pay
 - Sick/PTO can bank up to 400 hours
 - 2 personal leave days.
 - Increased life insurance coverage
 - Tuition Reimbursement (Limited)

Article 14

**Management Rights Retained for the
Fire Chief and District Board**

ARTICLE 15

No Lockouts

No strikes, sit down, slow down, stay in, walkout, curtailment of operations, or any picketing.

How the CBA Benefits the Firefighters and WFPD Community



Consistent expectations for firefighters



Ability to manage with known expectations- (Board, Chief, and Local)



Safer environment



Improved training



Improved morale



Improved reputation



Improved recruitment and retention



Enhanced service to the Community

Questions

Negotiating Agents

- Board President - **Rick Bollinger**
- Board Member - **Sara Standing**
- Union President - **Shane Elder**
- Union Vice President - **Nick Schneeberger**
- Union Secretary Treasurer - **Lucas Czarnecki**

Management Representative and Negotiation Facilitator

- Chief - **Todd Germain**