
Loveland Fire Rescue Authority Board Meeting



Station 2
3070 W. 29th Street
Community Room
Loveland, Colorado 80537
Wednesday, September 28, 2016
1:30 PM



Loveland Fire Rescue Authority (LFRA) Board Meeting Agenda
Station 2, 3070 W 29th Street
Community Room
Loveland, Colorado 80537
Wednesday, September 28, 2016
1:30 PM

The Loveland Fire Rescue Authority (LFRA) is committed to providing an equal opportunity for services, programs and activities and does not discriminate on the basis of disability, race, age, color, national origin, religion, sexual orientation or gender. LFRA contracts with the City of Loveland for assistance with translation, discrimination concerns, and Americans with Disabilities Act accommodations. Please contact the City of Loveland Title VI Coordinator at TitleSix@cityofloveland.org or 970-962-2372 for translation services and discrimination concerns. LFRA will make reasonable accommodations for citizens in accordance with the Americans with Disabilities Act (ADA). For more information on ADA or accommodations, please contact the City of Loveland ADA Coordinator at bettie.greenberg@cityofloveland.org or 970-962-3319.

La Autoridad de Rescate de Incendios de Loveland (LFRA, por sus iniciales en inglés) se compromete a proveer oportunidades equitativas para servicios, programas, y actividades, y no discrimina basándose en discapacidades, raza, edad, color, origen nacional, religión, orientación sexual, o género. La LFRA tiene contratos con la Ciudad de Loveland para recibir asistencia para traducciones, en caso de preocupaciones de discriminación, y de acomodaciones de la Ley de Americanos con Discapacidades. Por favor comuníquese con el Coordinador del Título VI de la Ciudad de Loveland en TitleSix@cityofloveland.org o al 970-962-2372 si necesita servicios de traducción o tiene preocupaciones de discriminación. La LFRA organizará acomodaciones razonables para ciudadanos de acuerdo con la Ley de Americanos con Discapacidades (ADA, por sus iniciales en inglés). Si desea más información acerca de la ADA o acerca de las acomodaciones, por favor comuníquese con la Coordinadora de la Ciudad de Loveland en bettie.greenberg@cityofloveland.org o al 970-962-3319.

Wireless access: COLGuest, accesswifi

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

AWARDS AND PRESENTATIONS – ROYLENE STERKEL

PUBLIC COMMENT

CONSENT AGENDA

Anyone in the audience will be given time to speak to any item on the Consent Agenda. Please ask for that item to be removed from the Consent Agenda. Items pulled will be heard at the beginning of the Regular Agenda. You will be given an opportunity to speak to the item before the Board acts upon it.

Public hearings remaining on the Consent Agenda are considered to have been opened and closed, with the information furnished in connection with these items considered as the only evidence presented. Adoption of the items remaining on the Consent Agenda is considered as adoption of the staff recommendation for those items.

Anyone making a comment during any portion of today's meeting should come forward state your name and address for the record before being recognized by the Chair. Please do not interrupt other speakers. Side conversations should be moved outside the meeting room. Please limit your comments to no more than five minutes.



Loveland Fire Rescue Authority (LFRA) Board Meeting Agenda
Station 2, 3070 W 29th Street
Community Room
Loveland, Colorado 80537
Wednesday, September 28, 2016
1:30 PM

1. Consider a Motion to Approve the Minutes from the Loveland Fire Rescue Authority Board for the August 31, 2016 Regular Board Meeting

End of Consent Agenda

REGULAR AGENDA

Anyone who wishes to address the Board on any item on this part of the agenda may do so when the Chair calls for public comment. All public hearings are conducted in accordance with Board By-Laws. When Board is considering approval, the Authority's By-laws only requires that a majority of the Board quorum be present to vote in favor of the item.

2. Conceptual Presentation of the Proposed Fire Station 7 Location Response Maps, ISO Coverage Area, and Possible Funding Options
3. Conceptual Presentation the Employee Benefit Insurance Option
4. Review Briefing Papers and Correspondence.
 - a. Chief's Report
 - b. Letters
 - c. August Statistics
5. Any Other Business for Board Consideration.

ADJOURN

Agenda Item Cover

Item No.: 1

Meeting Date: September 28, 2016

Prepared By: Renee Wheeler, Administrative Director



TITLE

Consider a Motion to Approve the Minutes from the August 31, 2016 Loveland Fire Rescue Authority (LFRA) Regular Board Meeting

EXECUTIVE SUMMARY

The attached document, prepared by Cheryl Cabaruvias and edited by outside attorneys, is a record of the August 31, 2016 regular meeting of the LFRA Board. The document details the discussions at the meeting including: the approval of the consent agenda (minutes, rescinding some administrative regulations, approving other revised administrative regulations, appointing three Consolidated Volunteer Pension Board members, and approving the intergovernmental agreement to establish the Front Range Fire Consortium Authority); no action was taken on fee waivers for the West Eisenhower Reinvestment Zone, approval of the 2017 fee schedule, approval of the 2017 budget, and the Chief's report.

BACKGROUND

Standard meeting protocol

STAFF RECOMMENDATION

Approve as written

FINANCIAL/ECONOMIC IMPACTS

N/A

ASSOCIATED STRATEGIC GOALS

N/A

ATTACHMENTS

August 31, 2016 Minutes



Loveland Fire Rescue Authority Board Meeting Minutes
Wednesday, August 31, 2016
3070 W. 29th Street, Loveland
1:30 p.m.

Members Present:

Board Chairman Jeff Swanty, Loveland Rural Fire Protection District ("Rural District")
 Director John Fogle, City of Loveland Council Member
 Director Steve Adams, Loveland City Manager
 Director Dave Legits, President of the Rural District

Members Absent:

Vice Chairman Cecil Gutierrez, City of Loveland Mayor

Staff Present:

Rural District Board of Directors ("Rural Board") Secretary Greg White
 Fire Chief Mark Miller
 Public Safety Administrative Director Renee Wheeler
 Division Chief Ned Sparks
 Administrative Analyst Cheryl Cabaruvias
 Dino Ross, Legal Counsel to the Authority

Visitors:

Rural Board Vice-President Mike McKenna
 City of Loveland Planner II Phil Kleisler

Call to Order:

Chairman Swanty called the Loveland Fire Rescue Authority ("LFRA") Board meeting to order on the above date at 1:34 p.m.

Swearing In:

None

Awards and Presentations:

None

Public Comment:

None

Consent Agenda:

1. Consider a Motion to Approve the Minutes from the Loveland Fire Rescue Authority Board for the July 27, 2016 Regular Board Meeting.
2. Consider Approving a Resolution Rescinding Certain Administrative Regulations Previously Adopted by the Loveland Fire Rescue Authority.
3. Consider the Approving Revised Administrative Regulations.
4. Consider Appointment of Three Consolidated Volunteer Pension Board Members.
5. Consider Approving the Intergovernmental Agreement to Establish the Front Range Fire Consortium Authority.

Chief Miller requested that item #1 be moved to the regular agenda for discussion.

Director Adams requested that item #3 be moved to the regular agenda for discussion.

Chairman Swanty requested that consent item #5 be moved to the regular agenda for discussion.

Director Adams moved to approve consent agenda items #2 and #4. Director Legits seconded; motion carried unanimously.

Regular Agenda:

Consent item #1 – Chief Miller explained the corrections in the minutes. The sentence “Human Resources Director Holland said the responsibilities are really remediation by LFRA in coordination with the City, and relocation by the City”, should read - “Remediation is the responsibility of the City, expansion and relocation of the pond/storm water is LFRA responsibility.” This correction will be made. Director Fogle moved to approve agenda item #1 with corrections. Director Adams seconded; motion carried unanimously.

Consent item #3 – Director Adams pointed out that the Open Door Program Administrative Regulation stipulates that the Fire Chief has final authority; there is no appeal to a third party. Chief Miller agreed that this is a variance from the City Administrative Regulation, but it was intentional. The Board had previously expressed a desire to have the Chief as final authority with no appeals process, and the next step being legal action.

Attorney Ross recommended that the Workplace Anti-Violence Administrative Regulation be amended to remove the definition for Civilian Employee. The correction will be made.

Director Adams asked for clarification on the Workplace Anti-Violence Administrative Regulation regarding restraining orders against employees. The City’s Workplace Anti-Violence Administrative Regulation requires that employees inform the City if there is a restraining order placed either on their behalf or against them. Chief Miller agreed that this language should be added to the Administrative Regulation.

Director Adams also mentioned that the City’s Workplace Anti-Violence Administrative Regulation includes language which states that if a person is on City property, they are automatically subject to search if the City feels that a search is warranted. Attorney Ross that that he will confirm that “Right to Search” is explained in LFRA’s Human Resources Administrative Regulation.

Chief Miller explained why the Firearms in the Workplace Administrative Regulation was changed. There were questions regarding when an employee with a concealed carry permit is allowed to carry a firearm while on duty. The proposed Administrative Regulation indicates that the employee must leave their firearm securely locked in their personal vehicle while on duty. Director Fogle asked what percentage of Firefighters possess a concealed carry permit; Chief Miller said that he wasn't sure, but it was probably around 10%. Director Fogle asked if an LFRA employee can carry a firearm while driving an LFRA vehicle. Attorney Ross answered that would not be allowed as it would be a violation of the Administrative Regulation. Attorney Ross also pointed out that Board members are not included in the definition of employee.

Director Fogle moved to approve agenda item #3 with the noted corrections to the Workplace Anti-Violence Administrative Regulation. Director Adams seconded; motion carried unanimously.

Consent item #5 – Attorney Ross reviewed with the Board the highlights of the proposed Intergovernmental Agreement to Establish the Front Range Fire Consortium. Attorney Ross further explained that the other contracting agencies intended to bring the IGA to their respective governing bodies in November to have the IGA in place by January 2017. The Board tabled action on this item until the November LFRA Board meeting, pending further discussion.

6. Consider Approving Fee Waivers for the West Eisenhower Reinvestment Zone

City Planner II Phil Kleisler gave a presentation on fee waivers for the West Eisenhower Reinvestment Zone. Director Fogle explained that the City Council had agreed to waive fees to provide incentive for the property owners to improve the area, but the City Council did not impose their authority on LFRA and would make no assumptions as to whether the LFRA Board would waive LFRA's fees. Director Fogle also mentioned that LFRA's fees are relatively small compared to the city fees.

Planner Phil Kleisler explained that this shopping center is aging and probably using out of date fire suppression. The planning department had interviewed the property owners to see how the city can help with rehabilitation of the area. The City Council agreed to provide fee waivers for two (2) years, up to a maximum of \$475,000. It was noted that LFRA's fees total around \$4,300, or 1% of the total fees. Director Fogle pointed out that most developers do not drive their decisions with fees. Chief Miller mentioned that the fees in question were operating fees, not Capital Expansion fees.

Director Fogle mentioned that Developers have been meeting with City Planning Director Brett Limbaugh and Director Fogle to discuss future development; most of the developers had only nice comments regarding the LFRA Community Safety Division.

7. Conduct a Public Hearing and Consider Approval of the 2017 LFRA Consolidated Schedule of Rates, Charges, and Fees for Services Provided by the Loveland Fire Rescue Authority

Chairman Swanty opened a Public Hearing. There were no public comments. Chairman Swanty closed the Public Hearing. Administrative Director Wheeler explained that the Rural District and City of Loveland fee schedules were being consolidated and some of the base fees are increasing. A comparison table was provided if any of the Board members were interested. The table did not include planning and zoning review fees, which will be added; Planning Project Development Review fee is still a flat \$200 and All Other Reviews is still \$100.

The School Zone was removed. The Tent and Canopy Permit fee increased to reflect actual cost of providing the service. There were previously two references to minimum fees, they were both eliminated. The first was for a Bonfire Permit; that is now a flat fee. The second is for After Hours inspection; that is now is an hourly fee without a minimum dollar value.

Division Chief Sparks explained that the fee schedules were being consolidated for several reasons. First was ease of use; the consolidated schedule is easier to read. The second reason is to streamline fees between City and Rural projects to provide for more accurate accounting. Administrative Director Wheeler explained that Building Permit, Inspection and Plan Review fees were previously 25% of the Building Department fees. That was changed to 20% since the Building Division is fully staffed. Director Fogle asked if LFRA was planning to further increase fees to make LFRA more comparable to neighboring Fire Districts, since LFRA fees are still well below other Districts. Division Chief Sparks said yes.

Greg White asked if the Board needed to approve the fee schedule in advance of City Council and the Rural Board approving it; Administrative Director Wheeler said yes. Director Fogle moved to approve the Consolidated Schedule of Rates, Charges, and Fees for Services Provided by the Loveland Fire Rescue Authority with the noted change. Director Legits seconded; motion carried unanimously.

8. Conduct a Public Hearing and Consider a Resolution Adopting the LFRA 2017 Budget

Chief Miller provided a proposed 2017 budget presentation. The proposed budget has been reviewed by the Budget Subcommittee two separate times. The proposed budget consists of \$14.2m, a 13% increase from the 2016 adopted budget. There is one supplemental request included, the cost to convert 12 Part Time Fire Fighters to 5 Full Time Firefighters. That cost is \$132,499. The base / core budget being presented is \$14.1m, an 11.9% increase.

Chief Miller noted that 87% of the 2012 Strategic Plan has been completed in six of the eight years of the plan.

Chief Miller noted that the supplemental request to convert the Part Time staff to Full Time will provide crew cohesion, reduce redundant training time, and reduce overtime while covering vacancies as Part Time staff moves to full time positions elsewhere.

Director Adams indicated that the City Human Resources staff is planning to review the health insurance options. They will discuss the 80% / 20% split vs. the 85% / 15% split that is proposed for 2017. They will also review the family plans. City Staff will present alternatives to the City Council. Director Fogle said that although the City Council was not completely in agreement regarding the 2017 health insurance, he feels that they need to be proactive regarding the future of managing health care costs. The City Council will also hear alternatives such as fully insured plans to make sure that that City Council is looking at all available options.

Chief Miller explained the Revenue page. Then highlighted the changes between the 2016 Adopted Budget and the Proposed 2017 Budget. 88% of the \$1.66m increase is related to personnel.

Chairman Swanty voiced that he appreciates that the City Council has been and will continue to be generous with the City employees and with LFRA employees in keeping health care costs down.

Chief Miller and Administrative Director Wheeler met with the Colorado Employer Benefit Trust (CEBT) regarding alternative health insurance for LFRA. The meeting was positive. CEBT is fully funded and has seen much lower increases in health care costs over the years than other insurance providers. Chief Miller has asked the CEBT to make a presentation at the September Board meeting. City Human Resources Director Julia Holland was encouraged to attend the meeting to offer her expertise.

Chief Miller discussed the proposed new LFRA Human Resources Manager position. The proposal is driven by the 2017 increases in cost allocation from the City. Director Adams expressed concern that the new position may not be able to perform all of the Human Resources/Risk Management functions that the City now provides, and the cost savings may not be as large as LFRA had envisioned. Administrative Director Wheeler replied that the proposed budget includes \$10,000 to pay for City Human Resources services as needed. Chief Miller posed the question, "What can the new Human Resources person not do that the City currently do for LFRA?" That will need to be discussed in more detail. Director Fogle asked if adding a Human Resources position would affect the City Human Resources staff; Chief Miller said no. It would allow the current City staff to shift their focus off of LFRA and onto other projects. Director Adams said that the cost of service would shift to the other city departments to make up for the amount that LFRA would not be contributing.

Administrative Director Wheeler explained that the Authority received information from the City that approximately \$489,000 employee benefit insurance additional increases would be required to be budgeted. LFRA was able to reduce the proposed budget by \$453,000; \$119,000 of the reduction was due to shifting the amortization of the ladder trucks. The reduction was necessary to ensure that the Rural Board would be able to provide their 18% contribution within their ten year financial plan.

Director Fogle suggested that the LFRA Board plan for future health care costs. Director Fogle and Chairman Swanty agreed that the City has comparatively great benefits.

Chairman Swanty asked Director Adams if he had any concerns about LFRA hiring a Human Resources Manager. Director Adams said that the City would need to review the matter. Director Fogle agreed that city cost allocations are increasing, and the addition of a Human Resources position for LFRA was a sound fiscal decision. Chief Miller said that he may approach neighboring Fire Districts to see if they would be interested in sharing the Human Resources position for additional cost savings, and to ensure that the position had a full time workload.

Chief Miller discussed future proposed Capital projects. Director Fogle suggested that LFRA use restricted funds such as Capital Expansion Fees first, and then the unrestricted funds such as TABOR and governing partner contributions. Director Fogle asked if LFRA had received a confirmation on the previous City Attorney's opinion that Capital Expansion Fees could be used for construction on a Fire Station outside of the City limits. Director Adams and Chief Miller said that they would work with the City Attorney on this issue.

Director Adams asked if the total employee count included the proposed Human Resources Position. Administrative Director Wheeler said that it did.

Director Fogle asked if removing 91 employees from the city insurance pool will affect the City's rates. Director Adams said he did not know; city staff was still exploring those answers and

other options. Administrative Director Wheeler shared that in 2015 LFRA had 3.8% of the total claims.

Chairman Swanty opened a Public Hearing. Mike McKenna discussed the fact that LFRA and other districts have all seen an increase in health care needs due to aging Fire Fighters. There were no other public comments. Chairman Swanty closed the Public Hearing.

Director Fogle made a motion to adopt the proposed 2017 budget. Vice Chairman Gutierrez seconded the motion and it carried unanimously.

9. Chief's Report

Chief Miller talked about the supplemental request that is scheduled for City Council on September 6, 2016 related to environmental remediation and access road ways at the Training Center. The City Public Works Department received a grant to rebuild the bridge, which will cause Fire Engine Red Road to be eliminated. The State is now requiring the City to remediate the Detention Pond due to chemical content.

Director Fogle mentioned that the pond infill cost is a requirement from the State, not anything that is under the LFRA's control. The City Public Works Department will build an access road onto South Garfield Avenue. Due to anticipated reduced response times, there will need to be another access road onto Railroad Avenue. Chief Miller will discuss these items in more detail during the September 6 City Council meeting.

Administrative Director Wheeler discussed the selection of a new Business Services Coordinator. Kristen Owen, who is currently working for Loveland Police Department as a dispatcher, has accepted the position and will start work in mid-September. Roylene has agreed to convert her employment status to a temporary employee and assist with payroll and other technical issues that require training.

Chairman Swanty adjourned the regular meeting at 3:44 p.m.

The foregoing minutes, having been approved by the LFRA Board of Directors, constitute the official minutes of the meeting held on the date stated above.

Jeff Swanty, Chairman

Cheryl Cabaruvias, Acting Secretary

Agenda Item Cover

Item No.: 2

Meeting Date: September 28, 2016

Prepared By: Mark Miller, Fire Chief



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TITLE

Conceptual Presentation of the Proposed Fire Station 7 Location Response Maps, ISO Coverage Area, and Possible Funding Options

EXECUTIVE SUMMARY

Staff would like to present the Board with conceptual proposals/facts regarding the future fire station 7. Division Chiefs Ward and Sparks will review methodology used to determine the benefit of locating fire station 7 in west Loveland based on a history of incidents in the first and second due areas of station 7 over the last 4 years.

Additionally, staff will discuss the improved ISO rating coverage area for residents within five miles of the fire station and 1000 foot of a fire hydrant. Staff will present two very comprehensive maps to the Board for their review/discussion. The maps paint a clear picture of the benefits of the station, and the impetus to build it as a City/Rural partnership, for the good of the community as well as the Fire Authority.

Furthermore, staff will present the Board with an option that is currently being researched regarding the potential of using Certificates of Participation (COP's) as one of the ways to finance fire capital projects (fire station 7, Fire Training Center, and fire station 10). Staff met with representatives from the City of Loveland (Finance, Senior Financial Advisor, and Legal) to discuss the option of using COP's for capital projects. All those in attendance agreed that this was a viable option with significant merit for building and financing capital infrastructure. All agreed that it was worth pursuing to look at pros and cons. We agreed to reconvene on September 28 (prior to the LFRA Board meeting), to discuss this concept further after we had an opportunity to gather more facts.

This is a conceptual discussion, but one that is worth vetting to determine viability. If it is determined not to be viable, staff will look at alternative methodologies.

BACKGROUND

At the July 2016 LFRA Board meeting, staff asked the LFRA Board for direction relative to proceeding with the development of a funding methodology/justification for fire station 7. Staff indicated that we would conduct a formal analysis of the options available as well as the overall benefits of the station to the City, as well as the Rural District.

STAFF RECOMMENDATION

Listen to the proposals, discuss and provide feedback/direction.

FINANCIAL/ECONOMIC IMPACTS

Future financial impacts to both City and Rural.

Agenda Item Cover

Item No.: 2

Meeting Date: September 28, 2016

Prepared By: Mark Miller, Fire Chief



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ASSOCIATED STRATEGIC GOALS

Deploy an effective emergency response to minimize damage and loss.

ATTACHMENTS

Large, hard copies of the maps will be available for viewing at the meeting.

Agenda Item Cover

Item No.: 3

Meeting Date: September 28, 2016

Prepared By: Renee Wheeler, Administrative Director



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TITLE

Conceptual Presentation of the Employee Benefit Insurance Option

EXECUTIVE SUMMARY

The City distributed information that the total LFRA employee benefit insurance budget would need to substantially increase by \$725,634 or 76.5% in late July this year for the 2017 budget preparations. One of the three LFRA strategic goals is to deliver cost effective service; therefore, this news prompted staff to make reductions within the proposed budget approved by the LFRA Board in August and explore options. Two options were considered and one of those options appears to be viable: Colorado Employer Benefit Trust (CEBT), a financially sound, proven, trust administered by Willis Towers Watson and governed by a board representative of the "member" organizations served. It is a non-profit, multiple employer, self-insured trust for public sector employees with approximately 29,000 members (employees from 312 organizations and their dependents). Three medical plans can be offered, dental, long term disability, health clinic, flex account administration, employee assistance program, life insurance, and optional vision. Substantially the same or better coverage can be offered for a 4-7% increase in premiums compared to a 40% increase in premiums on the City's plan. The staff objective for this meeting is to provide a conceptual overview. Frank Urman, Vice President of Willis Towers Watson, will attend the October Board meeting to provide a detailed presentation and answer questions. If the Board chooses to change insurance, then it will need to be made at the October board meeting for the optimal implementation on January 1, 2017. Notice to employees needs to be provided 60 days prior to the implementation.

BACKGROUND

The Board made it clear during the employee conversion effective January 1, 2016 that LFRA employees are to receive as good or better benefits as they received as City employees. Based on the information received to date, staff believes the offerings that can be made available through a variety of vendors identified by Willis Towers Watson will deliver on that directive in a most cost effective manner for both LFRA as the employer and our employees.

A one page summary about CEBT and comparison tables for medical, dental and vision are attached for review. CEBT has been in existence since 1980 and has been administered by the same firm throughout (although the firm has grown and merged with other firms over time to better meet the customer's needs). The trust has experienced single digit increases in premiums 12 of the last 13 years. They hold 28% reserves (\$45,000,000 of \$160,000,000 premium deposits) to be able to mitigate bad claims years and provide for time to make the appropriate adjustments in plan design and premiums. This level of reserves allows them to purchase stop loss insurance for claims that exceed \$400,000 reducing the administrative expenses of the trust. They also have 29,000 participants that allows for spreading the risk over a larger pool of participants than the City plan. You might recall from previous presentations by the Human Resources Director that the City is currently buying stop loss insurance coverage for claims that exceed \$175,000. The lower threshold and the smaller participant pool causes the City's stop loss premiums to increase the overall administrative cost of the City's benefits plan.

Agenda Item Cover

Item No.: 3

Meeting Date: September 28, 2016

Prepared By: Renee Wheeler, Administrative Director



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The review process for this proposal is underway and the final proposal will be made available to the LFRA Board in October for consideration. The Chief and the Administrative Director solicited quotes and have held two meetings with representatives from Willis Towers Watson. The second meeting included Julia Holland, City Human Resources Director and Karen Rees, City Assistant Human Resources Director responsible for benefit administration, to ensure that experts with experience reviewing benefit packages were asking the appropriate questions. They have indicated that they agree the CEBT option is a viable option for LFRA. A committee of employees that represents a good cross section of employees has been assembled that will meet with Willis Towers Watson on September 29 to ensure that the option has been vetted by the people that will make use of the benefits. The employee committee has been provided the same comparison tables. They have been conducting research and gathering questions from a variety of employees throughout the organization in preparation for the meeting.

Executive staff will take the feedback from the employee committee meeting and collaborate with City HR leadership and the Willis Towers Watson representative to craft a total employee benefit proposal to meet the organization's needs in a cost effective manner. That proposal will be presented at the October board meeting for consideration.

STAFF RECOMMENDATION

No recommendation at this time.

FINANCIAL/ECONOMIC IMPACTS

Potential savings of \$460,000

ASSOCIATED STRATEGIC GOALS

Deliver cost effective services

ATTACHMENTS

A Summary of SDA/CEBT for Loveland Fire Rescue Authority
Rate and Benefit Summary for Loveland Fire Rescue Authority (medical plans 2 pages)
Loveland Fire Rescue Authority Dental Benefit Summary
Loveland Fire Rescue Authority Vision Benefit Summary

**A SUMMARY OF SDA/CEBT
FOR
LOVELAND FIRE RESCUE AUTHORITY**

The Colorado Employer Benefit Trust (CEBT) is a non- profit, multiple employer trust providing employee benefit plans for public sector employers. Established in 1980, the Trust has grown to over 310 Colorado cities, counties, school districts and special districts covering 29,000 members including employees and dependents.

The premium deposits for the 2016 fiscal year are approximately \$160,000,000 backed by over \$45,000,000 in reserves. The strong financial condition of the Trust makes it one of the most stable self-funded entities in the country and certainly one of the longest running of its kind.

The goal of the Trust is to spread the risk of adverse claims over a large base of members and to reduce administrative expenses. Historically, CEBT has experienced single digit rate increases 12 out of the last 13 years. Some very exciting programs are being implemented by CEBT including the opening of the CEBT Health Centers in Loveland and Greeley, offering Wellness Program subsidiaries and making Kaiser plans available to the CEBT membership.

Some of the Northern Colorado employers that participate in CEBT include:

Thompson School District R-2J

New Vision Charter School

Town of Windsor

Windsor School District R-4

City of Evans

Town of Frederick

Windsor-Severance Fire Rescue

Eaton School District Re-2

Health District of Northern Larimer County

Ft. Lupton School District Re-8



Rate & Benefit Summary for Loveland Rescue Fire Authority									
TYPE OF PLAN		CIGNA Open Access Plan (OAP)		CEBT PPO 2		CIGNA HRA / Choice		CEBT PPO 4	
COPAYMENTS									
Office Visit		\$25 / \$30		\$30		deductible then 80%		\$40	
Lab Charges		80%		\$30		80%		\$40	
Hospital		deductible then 80%				deductible then 80%			
X-rays / Scans		80%		deductible then 80%		80%		deductible then 80%	
Emergency Room		deductible then 80%				deductible then 80%			
Outpatient Surgery		deductible then 80%				deductible then 80%			
Pharmacy - retail		\$5 / \$30 / \$50		\$20 / \$40 / \$60		10% / 20% / 30%		\$20 / \$40 / \$60	
mail		\$15 / \$90 / \$150		\$40 / \$80 / \$120		max - \$5 / \$60 / \$125 max - \$15 / \$180 / \$375		\$40 / \$80 / \$120	
DEDUCTIBLE									
In Network		\$600 (\$1,800 family)		\$600 (\$1,800 family)		\$2,000 (\$5,000 family)		\$1,500 (\$4,500 family)	
Out of Network		\$1,200 (\$4,800 family)		included		\$4,000 (\$10,000 family)		included	
CO-INSURANCE									
In Network		80%				80%			
Out of Network		60%				60%			
MAXIMUM OUT OF POCKET									
In Network		\$3,000 (\$7,000 family)		\$3,500 (\$7,000 family)		\$6,000 (\$12,000 family)		\$4,000 (\$8,000 family)	
Out of Network		\$6,000 (\$14,000 family)		\$7,000 (\$14,000 family)		\$10,000 (\$20,000 family)		\$8,000 (\$16,000 family)	
RATES									
employee		(14 ee's)	current \$ 689.50	renewal \$ 965.68	\$ 745	current (4 ee's)	\$ 540.76	renewal \$ 757.36	\$ 581
ee + spouse		(6 ee's)	\$1,445.62	\$2,038.67	\$ 1,639	(2 ee's)	\$1,131.38	\$1,584.56	\$ 1,278
ee + children		(4 ee's)	\$1,261.94	\$1,767.41	\$ 1,565	(5 ee's)	\$ 981.98	\$1,375.31	\$ 1,220
family		(33 ee's)	\$1,857.94	\$2,602.14	\$ 1,866	(10 ee's)	\$1,443.04	\$2,021.05	\$ 1,452
PROJECTED MONTHLY COST (medical only)			\$ 84,687	\$118,692 (+40.2%)	\$88,102 (+4.0%)	\$ 23,766	\$ 33,286 (+40.1%)	\$25,500 (+7.3%)	

This schedule/proposal of insurance is a matter of information only. The insurance afforded by the policy(ies) described herein is subject to all the terms, exclusions and conditions of such policies.

Revised 9/6/2016

Rate & Benefit Summary for Loveland Rescue Fire Authority			
TYPE OF PLAN	EPO 4	CEBT	KP-HMO-40
COPAYMENTS			
Office Visit (primary care/specialists)	\$45 / \$60		\$40 / \$50
Lab Charges	\$45		\$0
Hospital	\$1,500		\$1,000
X-rays / Scans	\$50 / \$750		\$0 / \$50 / \$250 (test)
Emergency Room	\$250		\$50 urgent / \$250 er
Outpatient Surgery	\$1,000		\$500
Pharmacy - retail	\$20 / \$40 / \$60		\$20 / \$40 / \$60 / 20%
mail	\$40 / \$80 / \$120		\$40 / \$80 / \$120
DEDUCTIBLE			
In Network	none		none
Out of Network			
CO-INSURANCE			
In Network	100%		100%
Out of Network	emergency only		emergency only
MAXIMUM OUT OF POCKET			
In Network	\$5,500		\$4,500
Out of Network	\$11,000 family		\$9,000 family
RATES			
employee	\$ 527		\$ 544
ee + spouse	\$1,158		\$1,196
ee + children	\$1,105		\$1,142
family	\$1,315		\$1,360

LOVELAND FIRE RESCUE AUTHORITY
DENTAL BENEFIT SUMMARY

Delta Dental PPO
(Current plan)

CEBT
Plan B

I.	Preventative Services		
	deductible	?	none
	coinsurance	100% / 100%	100%
II.	Basic Services		
	deductible	\$25	\$50
	coinsurance	85% / 75%	80%
III.	Major Services		
	deductible	Combined with Basic Services	
	coinsurance	60%	50%
	Annual Benefit Maximum	\$1,500	\$1,500
	(per person)		
IV.	Orthodontia		
	deductible	?	none
	coinsurance	50%	50%
	Maximum Lifetime Benefit	\$1,500	\$1,500

Rates (1/1/2017)

employee	\$ 41.60	\$ 34
ee + spouse	\$ 87.23	\$ 71
ee + children	\$ 92.43	\$ 97
family	\$ 120.43	\$ 131

LOVELAND FIRE RESCUE AUTHORITY

VISION BENEFIT SUMMARY

	VSP (Current plan)	CEBT VSP Plan B
Exam co-pay	\$20, every 12 months	\$15, every 12 months
Material co-pay	\$20, every 12 months	\$15, every 12 months
Contact lenses	\$130, every 12 months	\$130, every 12 months
Frame Allowance	\$130, every 24 months with \$60 co-pay	\$130, every 24 months

Out of Network Benefits

Exam	\$ 50	\$ 35
Single	\$ 50	\$ 25
Bi-focal	\$ 75	\$ 40
Tri-focal	\$ 100	\$ 55
Contact lenses	\$ 105	\$ 120
Frames	\$ 70	\$ 45

Rates (1/1/2017)

employee	\$ 10.58	\$ 10
ee + spouse	\$ 15.34	\$ 14
ee + children	\$ 18.22	\$ 13
family	\$ 29.12	\$ 24

Agenda Item Cover

Item No.: 4

Meeting Date: September 28, 2016

Prepared By: Renee Wheeler, Administrative Director



20 of 45

TITLE

Review Briefing Papers and Correspondence

EXECUTIVE SUMMARY

The Chief's report includes a variety of general updates from the Monthly Report and more current topics of interest.

August Monthly Report

- August Overview
- Training Center Drainage System and Main Entrance
- Administrative Matters
- Leadership
- Operations Division Overview
- Community Safety Division Overview

Additional Topics For Board Update

- October 12th BBQ/Hog Malts invite – station 2, 11:30 – 2:00
- Future of FRAC update
- Chief Sparks Instructor of the Year Award
- Station 7 land update
- Fire Training Center supplemental request update
- Roylene Sterkel's Retirement Breakfast September 30, EOC at Station 1, 8:00 AM, presentation at 8:30 AM

BACKGROUND

This section of the agenda is intended to provide general information to keep board members apprised of various project status and department updates.

AGREEMENTS SIGNED DURING THE MONTH

STAFF RECOMMENDATION

N/A

FINANCIAL/ECONOMIC IMPACTS

N/A

ASSOCIATED STRATEGIC GOALS

N/A

ATTACHMENTS

- Fire Chief's Monthly Report
- Letters & Articles
- August Statistics



Loveland Fire Rescue Authority August 2016 Month-End Report

Fire-Rescue Administrative Division

Chief Mark Miller and Public Safety Administrative Director Renee Wheeler

August 2016 Overview -

August leadership truism: *You impress people from a distance; you impact people up close.*

Highlights of the August report include: Fire Training Center drainage/main entrance projects; LFRA Administrative items/2017 proposed budget; Leadership Journey

Training Center Drainage System and Main Entrance -

On September 6, 2016, LFRA, Public Works, and Risk Management staff will appear before City Council to propose a supplemental appropriation for the Fire Training Center *retention pond mitigation/new drainage system, construction of a new entrance, and construction of a new emergency entrance/exit*. As previously reported, this has been an on-going project involving many moving pieces and complex, sensitive issues. I'm pleased to report that it was a great collaborative effort in bringing it all together, despite all the challenges. Due to the fact it was unanticipated and therefore unbudgeted, makes it even more challenging. However, this is beyond our control and must be accomplished by the end of November 2016, to meet Colorado Department of Public Health and Environment requirements.

Administrative Matters -

Renee Wheeler and our admin team, have been working hard to complete the 2017 Proposed Budget. We had two meetings with the LFRA Budget Sub-Committee, and then proposed the budget to the LFRA Board on August 31, with unanimous approval. It will now go to the Rural District Board on September 7th, and then on to City Council for first reading on October 18th and second reading on November 15th. This is always a huge amount of work, and this year we had multiple challenges associated with a significant increase in our health insurance costs. Additional administrative items/projects include:

- Budget Reductions to Accommodate Insurance Increases, Subcommittee meeting, public hearing postings, revision of all the budget schedules, fee schedule revisions, Capital Improvements Revisions Based on City Decisions
- Securing Alternate Insurance Proposals
- Surveying other Fire Districts on Insurance and Preparing Premium Comparison Charts
- Grant Compliance Audit Preparation
- Accreditation process writing
- LFRA Fleet Replacement methodology

Leadership –

LFRA is consistently and intentionally, involved in pursuing enduring greatness and developing leaders at all levels. This has become such a constant for our organization, I sometimes have to stop and reflect on all we are doing as part of our *Leadership Journey*. A few examples include:

- Our Health and Safety committee will be bringing a cancer education/prevention class to our region in October, to include the infamous cancer smelling dogs.
- Chief Sparks just received his certification as a NFPA Fire Inspector I.
- Chief Miller has been invited to speak at the 2016 Colorado State Fire Chiefs conference on the subject of “Getting Beyond Your Self-Imposed Limits”. Additionally he was invited to speak at the Vail Centre Fire Officer Leadership class on “The Skilled Communicator”.
- All LFRA Officers attended a training this month on Emotional Intelligence and the importance of EQ in being a great leader.
- LFRA Lieutenants will embark on a weeklong leadership class in November on developing our Ethos/LFRA Way.
- Captain Eric Klaas and members from TVEMS and LPD had a huge role in writing the Active Shooter/Hostile Event Guide – a tremendous effort and collaboration between Fire, Law and EMS.
- Battalion Chief Rick Davis has just updated the Situational Awareness/Tactical Decision Making Under Stress training document
- Our Peer Support Team continues to make a difference in supporting our members with the many emotional challenges firefighters have to deal with on a daily basis.
- Two Special Operations Team members completed an 80 hour structural collapse technician course at the West Metro Training Center.
- One Haz Mat Technician attended and successfully completed an 80 hour Haz Mat Chemistry class hosted by Poudre Fire Authority.
- LFRA hosted a three day Fire Instructor II & III certification course at the Training Center. This course was attended by twenty personnel from around the state including *five members of LFRA*.
- In a joint effort with the Laramie County Fire District 2, LFRA provided an Instructor / Safety Officer for live fire training for several fire departments in the Columbus Montana area.

The list goes on and on, but I think you get the point – we are serious about leadership and developing skill mastery at all levels.

Thanks for the support...it's an honor serving you all.

Fire—Rescue Operations Division - Division Chief Greg Ward
Response, Readiness, Resources & Relationships

August 2016

RESPONSE

- 8/11/16 – LFRA, Front Range Fire Rescue Authority (FRFRA) and Windsor-Severance Fire Rescue responded to an outbuilding and farm shop fire on Weld County Road 13. LFRA assisted with fire control and the fire investigation, the incident was in the FRFRA's response area.
- 8/15/16 – Engine 2, Engine 3, Engine 223, Engine 236 and Battalion 1 responded with Poudre Fire Authority on a wildland fire on Gold Mine Road, the fire threatened one home and barn. Crews were able to control the fire acre fire without any damage to the structures.
- 8/17/16 – Multiple LFRA resources responded to the Hertha Ridge wildland fire in the Berthoud Fire District. The fast moving fire consumed 80 acres and threatened numerous structures. Several agencies responded to the scene to control the fire and protect the structures, only one outbuilding was destroyed. The last LFRA unit to be released from the scene was on the evening of 8/18.
- 8/22/16 – A Hazardous Material response was dispatched to the area of Eisenhower Boulevard and Wilson Avenue for a large fuel spill. Crews were able to control the leak and contain approximately 200 gallons of gasoline that had spilled. LFRA received assistance from Poudre Fire Authority's Haz Mat Company, Colorado State Patrol Haz Mat and numerous City of Loveland Departments.

READINESS

- The Training Battalion conducted live fire training evolutions for all companies.
- Crews continued focusing training toward modern fire attack tactics, this training is being led by the Shift Captains.
- Two Special Operations Team members completed an 80 hour structural collapse technician course at the West Metro Training Center.
- One Haz Mat Technician attended and successfully completed an 80 hour Haz Mat Chemistry class hosted by Poudre Fire Authority.
- LFRA hosted a three day Fire Instructor II & III certification course at the Training Center. This course was attended by twenty personnel from around the state including five members of LFRA.
- In a joint effort with the Laramie County Fire District 2, LFRA provided an Instructor / Safety Officer for live fire training for several fire departments in the Columbus Montana area.

RESOURCES

- The Apparatus Committee finalized the 3D design drawings of the new Engine 3 that is currently on order.
- Selection of a manufacturer for the new Type 3 wildland interface engine and three water tenders is in process. These apparatus will be ordered before the end of the year.

RELATIONSHIPS

- Finalized an amended auto-aid agreement with the Estes Valley Fire District for coverage during the upcoming Highway 34 closure.
- Fort Collins, Loveland, Johnstown Police Departments along with the Larimer County Sheriff's Office utilized the Training Center for driver training in the month of August.



Weld County Road 13 Outbuilding & Farm Shop Fire



Gold Mine Road Wildland Fire



Hertha Ridge Wildland Fire



Eisenhower Blvd & Wilson Ave Fuel Spill



West Metro Collapse Technician Course



New Fire Engine under construction at SVI Trucks in Fort Collins, this Engine will replace a 1997 Engine

**Community Safety Division
Division Chief, Ned Sparks
August 2016**

Update/overview of CSD, Special Events (Ned):

- ❖ DRT training and Empowerment team continues. The Empowerment team is being overseen by the Mid-managers group and led by Brett L. from Development Services. After action review of three problem projects is the next step to identify where routine problems are taking place in the process. Using the computer programs used by all reviewers will be used to develop timelines.
- ❖ LFRA continues to work with partner organizations creating a program. The group is calling itself Thompson School Education Coalition – TSEC. LFRA is scheduled to begin with presentations in October for 1st graders and will require some support for overtime with off duty firefighters to complete the presentations.
- ❖ Work on Accreditation for many of the staff in CSD. The deadline of August 31st has been difficult to meet due to the amount of projects to review, meetings to attend and inspections to perform. The assignments will be completed by mid-September.
- ❖ Discussions with the Budweiser Events Center regarding fire watch standbys taking place to ensure adequate trained staffing is in place during events. The proposal from the BEC management is to have LFRA add a second firefighter to the events. This will double the amount of time we will need to commit resources.
 - ✓ The advantage is to get more firefighters through the training program for our firefighters. Currently we struggle completing the training for firefighters with a single person committed to the standby.
 - ✓ The disadvantage is it will add more requests for off duty firefighters to assist with the standbys. We are exploring the use of regional fire depts. staffing to increase the pool of firefighters.
- ❖ Working with the State of Colorado Division of Fire Prevention and Control to create a Fire Inspector curriculum. This will take some time and effort, modeled after the FIT training currently in use at LFR.
- ❖ NFPA Fire Inspector I completed.

Significant Building Plan Reviews, and Inspections (Carie, Ingrid and Allen):

City Building/Fire project review:

- Breakfast Club requesting to somehow block off delivery truck traffic to the building. This is being vetted through TDR and Planning, but we may have to weigh in due to emergency vehicle access to the building and the adjacent site.
- Hach Co has problems meeting necessary fire flow beyond the use of the private water system and limitations of the current fire pump. We also discovered the area has low water volume, capacity to meet large fire flow needs in the industrial setting. Dialogue has been opened with FCLWD to find possible solutions to enhance pumping capacity for the area.
- Alternatives to Violence (Safehouse) – waiting for final corrections from contractor for CO.

Johnstown, County project review:

- Working with the county to resolve an addressing issue with Johnstown renaming LCR 3 to High Plains Blvd. with their jurisdiction (legal, but may have negative implications for emergency response).
- Also in Johnstown, Thompson Crossing HOA president has asked that we waive the two-access requirement because there are a lot of construction trucks in their neighborhood. Working with other jurisdictions to address it, it just started.
- Kiewit has put up three buildings and it starting a fourth (concrete foundation poured) for its Highway 34 rebuild project, without any building permits, despite the county having told them for months that the county needs to issue permits and LFRA needs to issue permits. County Chief Building Official, Eric Fried, is becoming involved requiring a meeting Sept. 7 with all parties to set them up for success.

Emergency Management – (Pat)

Significant events:

- ☒ The State Homeland Security Grant contract and budget allocation was accepted by the City Council on August 2, 2016. The Council also accepted the CDBG-DR grant for a second project on this award to pay for a consultant to make the city's Disaster Recovery Plan.
- ☒ Grant money was used to upgrade the EOC DTR radios to consolettes and to purchase wireless headsets for those radios.
- ☒ The final draft of the Mitigation Master Plan was completed and will be presented to City Council on August 30th for review. Formal adoption of this document will probably occur in 2017.
- ☒ The first draft of the Disaster Recovery Plan was completed and was presented to the Recovery Planning Team for review. This document will be presented to City Council for review at a future date.
- ☒ The BCOOP program is officially off the ground. All operational crews were provided a briefing on asking businesses questions pertaining to emergency planning and continuity of operations. Scott Pringle is trained and ready for BCOOP planning meetings.
- ☒ June Richard is making progress in the effort to cross-walk the City's Emergency Operation Plan with FEMA's CPG 101 evaluation tool. This is an important effort to remain fully compliant with Federal planning regulations and initiatives.

Flood Recovery

- Attended on-going city recovery planning meetings
- Mitigation Master Plan under development
- Disaster Recovery Plan under development

Grants

- Met with Tim Katers regarding closeout and monitoring documentation and prep
- 2015 SHSG purchases completed for EOC radio upgrades and headsets; reimbursement request sent to LCSO (fiscal agent for this grant cycle)
- Met with Cheryl for monthly grants review
- 2014 SHSG purchases of weather radios completed; reimbursement request sent to NEAHR

Exercises

- Attended 2016 Airport FSE planning meeting
- Attended Blizzaster exercise planning meeting

Public Affairs – (Scott)

- ❖ Emergency Managers Academy – monthly class, three days in Denver.
- ❖ Additional project work on our Business Continuity of Operations Planning program
- ❖ Additional planning work on upcoming disaster drills
- ❖ Additional planning work on upcoming Expo event
- ❖ Created training outline Fire Safety Trailer presentations in preparation for our new fire safety education program at R2-J schools
- ❖ Renewed Public Fire and Life Safety Educator – II certification
- ❖ Carbon monoxide safety presentation for seniors group
- ❖ Training on new City website content management
- ❖ 6 car seat inspections/installations

Accreditation, ISO, Code Enforcement – (Ty)

Planning and Analysis: The self-assessment process was scheduled to end August 31st. I completed the 50 performance indicators assigned to me and have reviewed all that have been submitted. So far, we're about 50% complete of the ~280 assigned. Cheryl is helping brainstorm ideas for improving our Urban Response Area and updating our monthly reporting process for 2017. Completed month-end response performance analysis for LFRA, BTCVFD and TVEMS. Working on analyzing TVEMS response performance for Charlie, Delta, and Echo medicals from 1/1/2011 through 12/31/2015. This is a new requirement for the Standards of Cover document. We were able to work with City GIS to develop an interactive map of our ISO PPC rating for the website. Scott was able to get it active on the LFRA website.

Inspections/HazMat Permit Program: Assisting with the plan review process for the Kiewit construction trailers for the US 34 rebuilding project, mostly focusing on their explosives storage facility. Continue to work with County Code Enforcement on resolving outstanding issues at Hawg Wild Custom Choppers and the storage garage at 1107 SE 14th St. Completed 10 hazmat inspections, 11 general inspections, supervised removal of four underground fuel storage tanks, and completed three plan reviews. I've also helped several FITs/Acting FITs with resolving ETI issues and determining appropriate course of action for fire code violations.

Support to Operations Division: Responded to the Hertha Ridge Fire and was assigned with BC Smith for 7 hrs, as well as, four other incidents this month, including three fires and a TacFire call. Assigned 24 hr OHW shift as the Engineer on Engine 1, covered as Engineer on E1 for ARFF standby, and covered as the Acting Lt on E1 for ARFF coverage. Assisted Front Range Fire Rescue with the fire investigation for a structure fire at 24204 Weld County Road 13. Available in TeleStaff for five 24 hour shifts and 15 second-half shifts.

Training: Instructed 3-day Fire Investigations 101 course for Berthoud Fire Department; LCSO and Hygiene FD also participated. Lead instructor for a flashover class for BTCVFD. Began LEAD Loveland class for professional development.

BEC Standby: Working with BEC administration to determine if LFRA can expand our standby workforce to provide additional coverage and redeveloping our policy and procedures.

Correspondence:

From: Mark Morrison [<mailto:markm@schumanco.com>]
Sent: Thursday, September 1, 2016 5:03 PM
To: Ingrid McMillan-Ernst <Ingrid.McMillan-Ernst@lfra.org>
Subject: Haber-Meyer CRT

Hi Ingrid-

Thank you so much for your help today at our CRT meeting for 630 W. 5th Street. It is always a pleasure working with you and we truly appreciate your pro-active/problem solving thinking when the small problems arise on these projects. It is genuinely helpful to hear problem solving ideas originate from the City staff while we are all in the same room instead of just sending us home to figure it out on our own. Thanks again and I look forward to working with you on future/other projects!

Mark Morrison
 Project Manager



605 S. College Ave, Ste 100
Fort Collins, CO 80524
markm@schumanco.com
c: 701-590-0434

-----Original Message-----

From: Ed Schlotzhauer [<mailto:EOSchlotz@gmail.com>]
Sent: Thursday, August 25, 2016 12:43 AM
To: Ingrid McMillan-Ernst <Ingrid.McMillan-Ernst@lfra.org>
Subject: Thank you for the Concept Review of 115 E 2nd St

Ingrid,

I want to thank you for your Loveland Fire Rescue Authority Review in my Concept Review Meeting on August 18th. You were very detailed but clear and understandable. As a matter of fact, your presentation may have been one of the most clear and helpful ones of the entire meeting. I appreciate that.

Thank you for your help.

Ed Schlotzhauer

From: John Barker <conciergechiropracticco@gmail.com>

Date: July 30, 2016 at 22:24:33 MDT

To: Nick Bukowski <Nick.Bukowski@lfra.org>, Greg Ward <Greg.Ward@lfra.org>

Subject: Re: Family Fun Day

Hi Nick!

I just wanted to thank you and the rest of the guys for coming out and supporting our (Concierge Chiropractic) Family Fun Day today (Please share this email with all of the guys that participated today so that they can know how much it means to my husband and I)! I have heard from several families how much the kids (and dads) loved having you guys there! Your caring and compassion for the community shines through in everything that you all do! We were able to raise over \$845 today for the Thompson Education Foundation (the non-profit that provides school supplies to the kids in the Thompson School District who cannot afford them)! Thank you for helping us raise these much needed funds for this wonderful Foundation!

I will be posting several pictures of the fire trucks and you guys (some people have already posted pictures of you guys on our page) on our Family Fun Day Facebook page (<https://www.facebook.com/Family-Fun-Day-1020244301362585/>), as well as on our Concierge Chiropractic Facebook page (<https://www.facebook.com/conciergechiroco/>) over the next week. If you or any of your coworkers would like copies of the pictures that are posted, please email me. If anyone wants to be tagged in the pictures so that it also shows up on their Facebook page, please let me know so that I can do so.

Once again, thank you so much for all that you do for our community! I look forward to our Family Fun Day next year and hope that all of you will be able to participate again!

With Most Heartfelt Thanks,
Dawna Barker
Concierge Chiropractic

HEROES AWONG US SUNOMIA SEOREH



HEROES AMONG US



EVERYDAY HEROES....

Where would America be today without the likes of teachers, police officers, fire department, factory workers, students.... the everyday people?

According to Merriam-Webster's dictionary: *a hero is a person admired for great or brave acts or fine qualities.* Usually heroes receive accolades and awards for their actions, but what about the everyday hero? The people who go about their daily lives as if they have done nothing special? Those are the people to whom this magazine is dedicated.

The civics students at Mountain View High School in Loveland, Colorado decided to take their civics learning to the citizens of Loveland. They learned about the rights, duties, and responsibilities that are required of every citizen in the world, but then decided to take it one step further and recognize those citizens in the Loveland area that go above and beyond their normal citizenship. The students sought out and interviewed what they considered to be the

everyday heroes of Loveland. The hard working, caring for others, take no notice of me type of people.

In today's society where there is less and less face to face contact, and more time spent online where you can say what you want, we need everyday heroes. These men and women lay it all on the line everyday without regard for their safety or well being. It is time they were recognized.

What follows are the stories the students compiled throughout the year. A special thank you goes out those heroes that were interviewed, as well as those involved behind the scenes: Denise Dean, Arleen Schilling, and Tara McGibben.



Photos: cover page is Bozeman Scout by Barry Eisenach, at Benson Sculpture Park. Top and above are Long's Peak and Lake Loveland. Photo credit: Arleen Schilling

Fight Fire With Compassion

By: Tasha Reichhardt and Jocelyn Staley-Carlson



Curtis Burke:

Standing by one of the fire engines at Station 5 in Loveland, Colorado is Curtis Burke (left) One of Curtis's most favorite things about being a fire fighter is driving the engine. Fire station #5 (below).

Photo credit: Tasha Reichardt



That's the biggest part of our job is EMS. It's not fire or car wrecks, it's helping people who are sick and don't feel good.

"I think a hero is any person really intent on making this a better place for people." -Maya Angelou.

Firefighter Curtis Burke is a hero because his favorite part about his job is helping people out and making things better for the community. Before Curtis started working for the Loveland Fire Department he volunteered at two other fire departments back east.

"we'

A few years after moving to Loveland, Curtis started volunteering at the Loveland Fire Department.

When asked how the Loveland Fire Department compared to other fire departments, he said "I tested at a few other fire departments, but here is when I wanted to be just because of the people and the organization itself, it was such a difference".

However, firefighting was certainly not his first job, Curtis also worked on a farm, in a kitchen, on a

plumbing, welding, mechanic work, heating/cooling, in addition to construction work both above and underground. However, fire fighting in itself seems to be more than just one job.

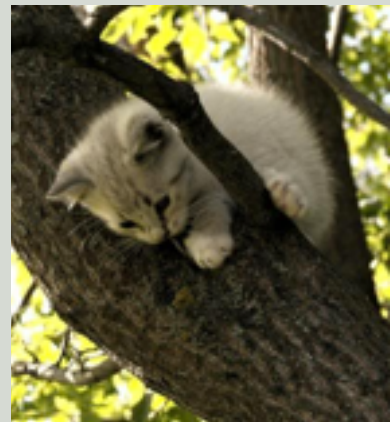
The fire department gets called to do anything from changing batteries in a smoke detector, an electrical leak kind of smell, flooded basements, and even the stereotypical "cat stuck in a tree", but instead of a tree, the cat was stuck in a car near the gas tank. They get called to get kids down off of the roof of schools with their ladders, and they help with large animal rescue and hurting animals because the big trucks are a lot more helpful than the small police cars. A lot of the firemen have had previous jobs so they have experience with different things. The fire department often helps out the other departments, as well. Like when they are called so the police department can use their

Curtis Burke has a very strong sense of community, he explains that the best calls are "when we're all part of it, or you see people you haven't seen in awhile". He uses the example of the 2013 floods of one of his favorite calls, stating that "we end up with the Thompson Valley ambulance and the police

department". Curtis tells us that seeing people lose their houses in the flood was terrible, but he enjoyed the parts previous and even after that when other first responders would come and work out of their stations. They helped close roads and would even go on calls with the Loveland fire department. Curtis explains that this was because the town was divided by the damage so Loveland fire department was separated on either side of town. To Curtis these calls are the most fun because "they are much bigger scale, there are a lot of things going on, everything comes together well and you can just have a fun time with everyone that is there".

When asked his favorite part about his job, Curtis had a hard time picking just one thing that he loved about being a firefighter. He enjoys working with all the guys there because they have come to be his good friends. He likes that he gets to help people who are having a bad day and he enjoys that he gets to see the effect the department has in the community. He also said, "One of my favorites things, it's a little bit selfish, is driving the fire truck." Some of the hardest parts about Curtis's job is that there's a lot of different things firefighters have to do so they have to be on

top of a lot of different trainings, they have to know not only firefighting, but EMS skills to help people. To elaborate on that he went on to say, "That's the biggest part of our job is EMS. It's not fire or car wrecks, it's helping people who are sick and don't feel good." Curtis is also part of the special operations team, so he does rope rescue, dive rescue, and trench rescue. The firemen have to work on all these skills. Every three years they have to re-certify, so throughout those three years they have to keep up with training so they can meet all the qualifications. Curtis said the emotional part is also the hardest part, like seeing sick and injured little kids or "somebody who's been in a really bad car wreck and you know they're not going home to their families. Those kind of things are fairly hard just from a stand point of the emotional part of it".



The proverbial kitten in a tree is no match for this fire fighter with a big heart.

What It Means To Be a Firefighter

By: Rachel Congleton and Jenna Nelson

In an interview with Randy Kolb, I learned many things about firefighting. Randy is a Loveland firefighter, that saves many lives everyday. His wonderful wife and children support Randy with the job he has and all the time that his job fulfills. Firefighters have very long days and have difficult schedules. Randy works 24 hours shifts every other day, then gets 4 days off. This is a nine day rotation that takes a lot of time and energy. In the fire house, he lives

somewhat of a normal life. "We sleep when you sleep, and wake up if there is a call," says Randy Kolb. Before Randy started with his firefighting career, he helped troubled kids with their needs and problems. He used a technique where the kids got to go on ATV's if they got through a lesson. He started this business before he started his firefighting career, but he chose to be a firefighter instead. If he was to ever retire from his job, he would help out his wife with an orphanage in Mexico. He would visit the orphanage or do work in Colorado to help them out. I believe that Randy Kolb is a hero because he basically sacrifices his life for other people in need everyday.

Everyday
heroes think
of others
before



RANDY KOLB



What it means:

Randy in a practice session (left), the entire Loveland equipment lined up (upper right), on a call late at night (middle), and the new logo (bottom right).

Photo credit: Loveland Reporter Herald, Loveland Fire Authority Facebook page

To be a firefighter means that you are a person anyone can count on, a person that loves his job and is companionate about it, and loves his department or brotherhood. Randy fulfills the meaning of what a firefighter is. He does achieve more than what an average firefighter does. He is compassionate and in love with his job. His first year on the job, he got a call from a family in need. He rushed over to the house of the family, to find that they needed help because their dog fell into the crawl space of their house. When Randy found that it was just a puppy that needed help, he was more than happy to help the family get him back. Even the smallest calls

that are the easiest out of all, they are still important because he gets to help people, and that's all that he cares about. Some major calls he has been on have to do with children or families getting hurt. This is the most emotional to him mostly because he has a family of his own, and doesn't want to ever see them hurt.

Randy Kolb is a very important person because he basically sacrifices his life for other people in need. He not only takes care of his family, but takes care of our community. Randy is always willing to help others no matter what it is they need. He saves them from fires, helps them through tough times, or

gives his family the love that they need and in return they do the same. Randy doesn't think of himself first, he thinks about others and helps them out. He puts everyone before himself. If it wasn't for his family he would have never achieved what he has done today. He is a real hero because he is always thinking of others and is always willing to help.

Sometimes small actions produce huge benefits. Photo credit: Loveland Fire Authority.



LOVELAND'S HERO

CAPTAIN GREG GILBERT

By: Angel Cruz and Brianna Guereca



Captain Greg

Taking care of the team is important to Captain Greg as you can see with the new fire station (left), a couple of his fellow fire fighters (below), and the amount of care taken while working the flood (far bottom).
Photo credit: Loveland Fire Authority Facebook



My first priority is to take care of all of the people on that truck

An everyday hero is someone who helps or sacrifices their life for the community every day.

Greg Gilbert is Captain at Fire Station #2. For 17 years, Captain Gilbert has been working with Loveland Fire Department. He has been helping our community in numerous amounts of ways. No matter how big or small the task is him and his crew get the job done. From fighting fires, rescuing people, helping citizens, and just being there when you're lonely, Captain Gilbert has been there. Gilbert works long hours and risks his life to help our community. He also has a "prepared for anything"

Be prepared
for anything

attitude and sacrifices a lot of his family time to help Loveland and its citizens.

Working ten days out of the month may not seem like many days to an everyday person. But firemen like Captain Gilbert work twenty-four hour shifts. He goes in to work at 7:30am and doesn't leave till 7:30am the next day. Very much of his family time gets cut short. But Gilbert says " you have to find a balance between work and family. Every year Gilbert has to miss out on many holidays such as Christmas and birthdays . Which is tough because he doesn't get to see his family as much as he would like to. Fireman Jesse Schleiger and many

and many other firemen have children. As dads, they have a big impact on their children. After talking to several firemen, we heard that many of their kids had said they wanted to become a part of the Loveland Fire Department when they get older. Other firemen including Matt DeDecker who has a whole family tree who has been working with the fire departments. He chose to keep that family tradition of being a firemen.

As a Captain, Gilbert has many duties and responsibilities such as training, meetings and running the communication department. When the firemen get called onto a scene Gilbert says "My first priority is to take care of all of the people on that truck and to think of the worst scenario and make a game plan." .With every call Captain Gilbert gets an adrenaline rush. Being firemen, they get called onto rescues, medical calls, citizens assist, fire calls, ect. In

2013, when Colorado had a flash flood Captain Gilbert got called to help in Cedar Cove. Gilbert says "The community became an island.". His first job was to split Loveland in half between the other fire stations. He rode a 4-wheeler into the disaster to help do evacuations. Later that night he had to stay the night out there. The next morning soldiers in a helicopter came to rescue him to take him back home.

Firemen do have a very serious job, but sometimes they get called onto strange calls. During our interview Captain Gilbert talked about how he got called on to a very serious house fire but when he arrived to the scene there was no fire. He went inside to find a guy who said he was very lonely and just needed someone to talk to . Gilbert and

the other men stayed there for awhile to keep him company. He could have made the decision to just leave since it was not a real fire, but he stayed.

Captain Gilbert is truly an everyday hero. He does his best to provide for his community in times of danger. By doing this he misses out on family time and risks his life everyday. Being a firemen is not an easy job. Everyday firemen go into working not knowing what they are going to be doing that day. They get new surprises every day. Risking your life everyday is a choice many people wouldn't choose but it takes a real hero to step and make that decision.



NICK BUKOWSKI



Nick Bukowski in his element

It was a hard fought battle; however, the good guys won. As Nick and his fellow fire fighters pulled the horse out of the mud pit. Not all calls are about fires.

Photo credit: Nick Bukowski

Twelve for One

By: Maxwell Bridges and
Tabitha Farnham

Everyday heroes are kind and generous people who put others before themselves. They are in our everyday lives helping the public thrive. Some examples of everyday heroes are teachers, police officers, and veterinarians but there are many more excellent everyday heroes. These heroes are different than common citizens because they have the ability to save their lives, help children learn about the world, and rescue animals.

On Wednesday February 17, we interviewed an extraordinarily citizen of Loveland: Nick

Bukowski, a firefighter who spends twenty four hours on the job living at the station and twenty four hours off. He started in the fire service as a 17 year old student firefighter at Mountain View High School in 2004. He graduated from MVHS the next year and went on to attend Front Range community college for a few years. There, he got his associates degree. After that, he went to Colorado State University, where he is currently studying to get his Bachelor's Degree in Fire Service.

In the fall of 2015 a horse got stuck in a pit of mud due to a hard rain. "This was a rescued horse that was very sickly who was originally



"It took twelve of us to pull this one horse out."

rain. “This was a rescued horse that was very sickly who was originally going to be sent to a slaughter house. Luckily the owners of this farm took the horse in and helped save her” Nick says. “The horse had spent the night in the mud pit. The owners hadn’t seen her since the night before.” He states. “It took twelve of us to pull this one horse out. We couldn’t use machinery or equipment because if it’s pulling too hard the animal could be harmed.” “It was messy and dirty and everyone was covered in mud but it was worth saving the horse.” Nick and the eleven other men spent nearly an hour rescuing this horse from

the mud pit. “When I’m in the zone, I don’t think about anything but the task at hand.” Nick says.

Every call the team gets is important and Nick and the team knows that people are depending on them to get the job done correctly, and that is exactly what they did for the horse.

Another excellent story told to us by Nick, was a recent story of when a 16 year old who had just gotten her drivers license rolled her vehicle over on Interstate 25. It took a few men to help get her out of the car. Even the jaws of life has to be used to help the girl out safely. The girl had to go to the hospital after the crash and get treated for her injuries, but later returned to the fire station with a thank you card. “It was one of those where you just have a connection with somebody and then they follow up and that thank you goes a

long way” Nick said. It must have been a crazy, but amazing experience for this everyday hero.

Nick Bukowski is an amazing firefighter who puts others before himself. He and his team continuously help citizens and animals in the world. He is kind, caring, and polite and will always make sure you feel welcomed. His stories deserve to be told over and over again because they inspire anyone who hears them to be a better person and help the world so that is why they are fit in this book of everyday heroes. Making a twelve man effort to save one life is simply courteous and crucial to make sure there is a happy community.



August 2016

To the Women and Men who fought the 2016 Hertha Ridge Wildfire,

We humbly extend our sincerest gratitude for the efforts you all put forth battling the wind, terrain, heat, and relentless flames that threatened not only our properties but our very lives on Hertha Ridge. We often read of your heroics in the newspapers and briefly see them on the various telecasts that we now know only touch the surface of the seemingly Herculean tasks that you are able to accomplish. Yet you manage to perform these duties while maintaining a professional and yet deeply personal demeanor that does not go unnoticed by the residents you serve. What we all had at risk in the fire was for the most part replaceable. What you all were risking was most certainly not. It truly takes a unique individual to make that sort of commitment to the community and for this we are forever grateful.

It is often said that one should never meet one's "heroes", that they could never live up to the expectations that we have created for them in our minds, and that ultimately we would be left with feelings of disappointment. We, however, had a chance to meet ours.....and you somehow managed to exceed those very expectations.

We will always remain your friends,

Richard & Carol

The Stratmeyers

Glenn & Diane

The Husmans

Kyle & Elizabeth

The Ridgeways

Eric, Krista & Abel

The Fuhrmanns



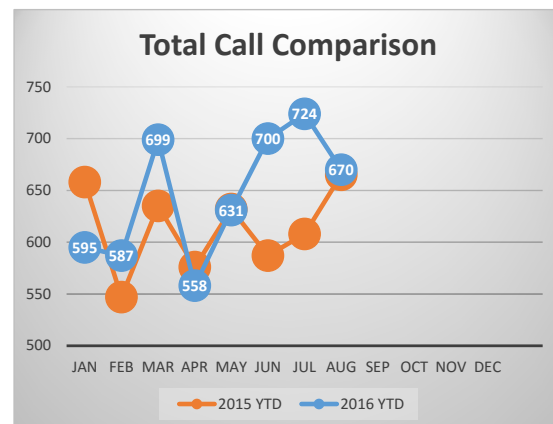
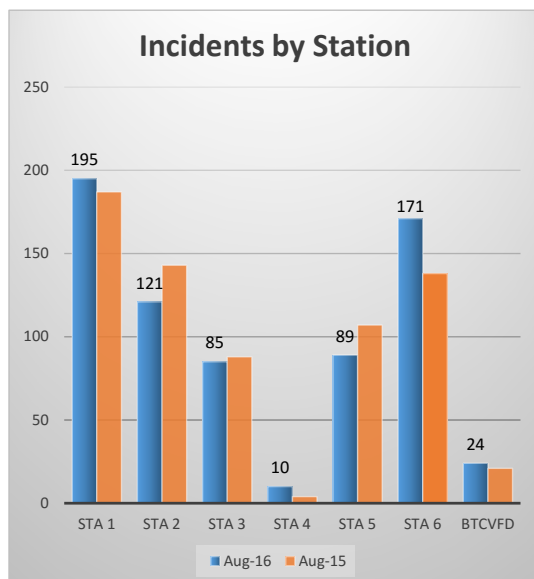
LOVELAND FIRE RESCUE AUTHORITY - Operations

August, 2016

CALL INFORMATION (does not include calls for BTCVFD)							
INCIDENT TYPE	CITY	RURAL	TOTAL	YEAR to DATE	2016 % of TOTAL	2015 YTD	2015 % of TOTAL
Structure Fire Related	1	3	4	41			
Vehicle Fire	4	3	7	33			
Grass/Wildland or Other Outside Fire	3	6	9	69			
Fire Alarm	46	5	51	472			
Smoke Investigation	7	3	10	130			
Other Fire Related	0	0	0	4			
TOTAL FIRE RELATED	61	20	81	749	14.39%	696	14%
TOTAL EMERGENCY MEDICAL SERVICES (EMS)	284	33	317	2591	49.79%	2625	53%
Motor Vehicle Accident (MVA)	54	18	72	528			
Extrication	3	1	4	25			
Technical Rescue	6	0	6	27			
HazMat	16	3	19	110			
Hazardous Conditions	0	0	0	18			
ARFF	1	7	8	44			
Public Service	47	4	51	369			
Assist PD or Other FD	8	0	8	64			
Standby	2	1	3	24			
Good Intent Call, Other	4	0	4	11			
Dispatched & Cancelled en Route	53	28	81	539			
Wrong Location	0	0	0	0			
No Incident Found on Arrival on Scene	12	4	16	104			
Special Type of Incident, Other	0	0	0	1			
TOTAL MISCELLANEOUS	206	66	272	1,864	35.82%	1,625	33%
MONTH TOTAL	551	119	670	5,204	100%	4,946	100%
YEAR TO DATE TOTAL	4,389	815	5,204				
CITY VS. RURAL DISTRIBUTION YEAR TO DATE	84.34%	15.66%					

4

Incomplete reports this month not included in the totals will affect YTD totals as they are completed in subsequent months.



Does not include calls for BTCVFD



LOVELAND FIRE RESCUE AUTHORITY - Operations August, 2016

Structure fire incidents reported below include all incidents that were toned as reported structure fires. Incident outcome varied as shown in the following table.

FIRE & C,D,E MEDICAL RESPONSE TIMES						
		Count	Process Time	Turnout Time	1st Due Travel Time	1st Due Response Time
Structure Fire: Urban Response Area	Average	6	0:32	1:07	3:37	4:42
	90th		1:00	1:38	6:11	7:36
Structure Fire: Rural Response Area	Average	5	2:04	0:00	11:59	11:59
	90th		4:40	1:59	19:05	19:05
C,D,E Medicals: Urban Response Area	Average	329	1:52	1:03	3:34	4:36
	90th		2:56	1:45	6:09	7:14
C,D,E Medicals: Rural Response Area	Average	17	1:48	1:31	6:10	6:10
	90th		6:35	1:59	14:30	16:20

A 1st Alarm incident is a response plan that requires the greatest number of LFRA apparatus to be initially assigned (3 engines, 2 trucks, and 1 Bat Chief). The following CAD Nature Codes generate a response plan that correlates to a 1st Alarm incident: 1st Alarm Commercial/Industrial, 1st Alarm Residence, Building Collapse, Confined Space Rescue, Dive Rescue, Grass Near Structure, Industrial Rescue, Mass Casualty, MVA Extrication, Rope Rescue, Trench Rescue, Wildland/Grass. During August 2016, a search of all of these CAD Nature Codes revealed the following incident count and correlating NFIRS situation types reported.

1st Alarm Incident: Types of Situations Found Upon Arrival		
Incident Type	All Incidents	Unit Responses
111 - BUILDING FIRE	1	12
113 - COOKING FIRE, CONFINED TO CONTAINER	2	16
131 - PASSENGER VEHICLE FIRE	3	18
141 - FOREST, WOODS OR WILDLAND FIRE	1	12
142 - BRUSH OR BRUSH-AND-GRASS MIXTURE FIRE	2	9
143 - GRASS FIRE	5	21
311 - MEDICAL ASSIST, ASSIST EMS CREW	2	3
321 - EMS CALL, EXCLUDING VEHICLE ACCIDENT WITH INJURY	5	9
322 - MOTOR VEHICLE ACCIDENT WITH INJURIES	3	15
352 - EXTRICATION OF VICTIM(S) FROM VEHICLE	1	6
353 - REMOVAL OF VICTIM(S) FROM STALLED ELEVATOR	1	6
365 - WATERCRAFT RESCUE	1	9
463 - VEHICLE ACCIDENT, GENERAL CLEANUP	1	8
541 - ANIMAL PROBLEM	1	6
553 - PUBLIC SERVICE	1	2
561 - UNAUTHORIZED BURNING	2	12
611 - DISPATCHED & CANCELED EN ROUTE	12	36
622 - NO INCIDENT FOUND ON ARRIVAL AT DISPATCH ADDRESS	3	14
651 - SMOKE SCARE, ODOR OF SMOKE	2	14
Month Total	49	228

STRUCTURE LOSS/SAVE INFORMATION				
Type of Fire	City		Rural	
	Loss	Save	Loss	Save
Residential Structure	3,718	-	1,220	-
Commercial Structure	-	-	-	-
Other Fires	-	-	-	-
MONTH TOTAL	3,718	-	1,220	-
YEAR TO DATE TOTAL	184,416	1,856,484	561,095	149,488
All Fires Confined to Room of Origin		73%		



LOVELAND FIRE RESCUE AUTHORITY - Operations August, 2016

MUTUAL AID AND AUTOMATIC AID				
	Received	Hours	Given	Hours
Poudre Fire Authority (PFA) 2016	15	18.5	37	13.5
Previous Year to Date 2015	18	18	65	26
Berthoud Fire Department (BFD) 2016	17	24	38	31
Previous Year to Date 2015	8	18	24	31.5
Windsor Severance Fire Rescue (WSFR) 2016	21	20	23	6.5
Previous Year to Date 2015	42	18	23	12
Front Range Fire Rescue (FRFR) 2016	9	8	31	14
Previous Year to Date 2015	8	5	13	9
Big Thompson Canyon Fire Dept. (BTDFD) 2016	1	4.5	34	42
Previous Year to Date 2015	1	1	27	25
Estes Valley Fire Prot District (EVFPD) 2016	0	0	5	21
Previous Year to Date 2015	0	0	2	5
CURRENT YEAR TO DATE TOTAL (2016)	63	75	168	128
PREVIOUS YEAR TO DATE TOTAL (2015)	77	60	154	108.5

TRAINING HOURS				
TRAINING AND RESERVE	CURRENT MONTH	PREVIOUS MONTH	PREVIOUS YEAR	CURRENT YEAR TO DATE
SHIFT	1,255.0	952.0	10,464.0	12,003.0
RESERVIST	3.5	2.0	325.0	59.0
ADMIN	61.0	22.0	538.5	530.0
TOTAL	1,319.5	976.0	11,327.5	12,592.0
RESERVIST SHIFT HOURS	36.0	48.0	2,171.75	846.5

SPECIALIZED DISCIPLINES TRAINING				
	COURSES		HOURS	
	CURRENT YEAR	PREVIOUS YEAR	CURRENT YEAR	PREVIOUS YEAR
AIRCRAFT RESCUE	187	147	187	143.55
HAZMAT	79	52	92	53
TAC	117	201	187	467.5
URBAN SEARCH & RESCUE	15	20	23.5	46
WATER	75	76	113	159
WILDLAND	212	241	392	639

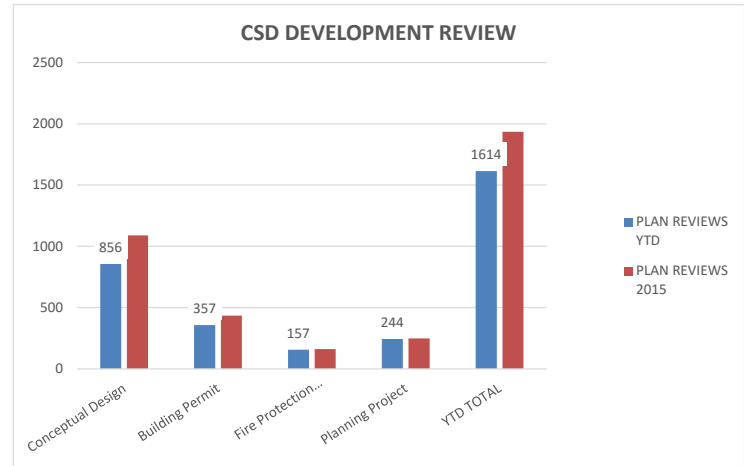


LOVELAND FIRE RESCUE AUTHORITY - Community Safety

August, 2016

DEVELOPMENT REVIEW STATISTICS

	City	County	Johnstown	Totals	Hours
Conceptual Design Reviews	115	2	1	118	57
Previous Month	119	2	1	122	64
YTD Total	831	11	14	856	444
Previous YTD	1063	16	10	1089	519.5
Building Permit Reviews	38	2	0	40	62
Previous Month	38	3	6	47	73
YTD Total	324	18	15	357	548.5
Previous YTD	394	8	33	435	655.5
Fire Protection Permit Reviews	12	5	2	19	30
Previous Month	15	2	2	19	20
YTD Total	131	15	11	157	206
Previous YTD	135	6	21	162	158
Planning Project Reviews	18	2	1	21	28
Previous Month	23	3	1	27	40
YTD Total	213	22	9	244	359.5
Previous YTD	213	29	7	249	444.5
TOTAL REVIEWS YTD	1499	66	49	1614	
PREVIOUS YEAR YTD	1805	59	71	1935	

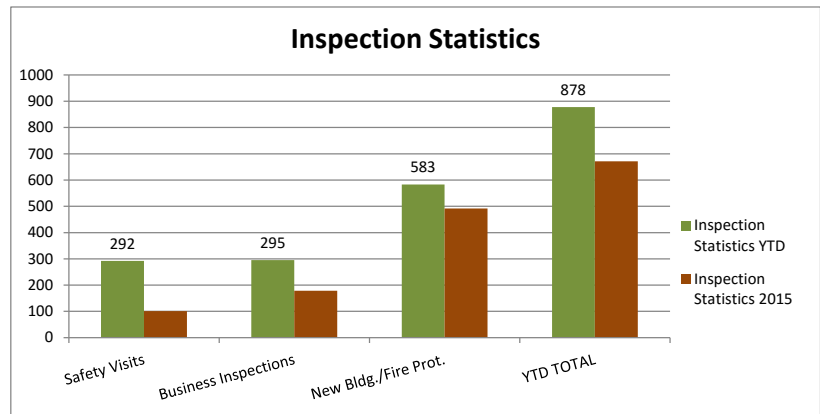


Planning & Building Check-Ins YTD
 Fire Protection Permits Average days in review
 Percent within goal time

651	108
9.4	
August	100%

INSPECTION STATISTICS

	City	Rural	Total	Hours
Eng. Co. Safety Visit 2 & 3 Yr.*	36	10	46	29.5
Safety Re-Visit	3	0	3	3.75
YTD Total	235	57	292	187.75
Previous YTD	81	20	101	65.75
Business Inspections	36	5	41	35
Previous Month	31	3	34	37.25
YTD Total	247	48	295	313.2
Previous YTD	153	26	179	143.25
New Bldg./Fire Protection	56	13	69	101
Previous Month	82	9	91	130.5
YTD Total	504	79	583	872
Previous YTD	426	66	492	744.5
TOTAL INSPECTIONS YTD	751	127	878	
Previous Year	579	92	671	



CSD OTHER ACTIVITIES

	City	Rural	Hours	Mo. Total	Prev. Mo.	Prev. YTD	YTD Total	Highlights/Projects
Hazmat Permits	15	6	24.5	21	14	100	119	*The Brands City Development Meeting
Tents/Special Events*	13	3	16	16	9	63	42	*ARC Map Collaboration with the City for hydrant mapping
Burn Permits Issued	0	0	0	0	0	95	93	*Accreditation
Investigations	8	12	20	20	24	115	140	*6 car seat installations
Service Call/Complaints	1	1	1.5	2	3	72	30	*Attended Emergency Managers Academy (24 hours)
Car Seats Installed	11	0	4.5	11	9	133	76	*2 Knox key updates
YFS Program	1	0	6	1	2	10	13	*1 Safety Presentation for senior group (32 attendees) at 1st Christian Church
Public Education Events	5	0	8.5	5	8	69	38	*1 Youth Fire setter Intervention Session
Total Pub. Ed. Contacts	157	0		157	357	3323	2623	