

**Inter-Canyon Fire Protection District  
Pension Board Meeting Agenda  
7939 S. Turkey Creek Rd., Morrison, CO 80465  
April 11, 2018**

**1. Call to Order**

- a. Determination of additions to agenda and sequence
- b. Approval of Absences
- c. Acknowledge Guests
- d. Approval of Pension Board Minutes for the January 10, 2017 meeting.

**2. New Business**

- a. Clint Clark 2017 Pension Appeal
- b. Resolution to Include Part Time Firefighters under FPPA Statewide Money Purchase Plan and State Wide Death and Disability Plan

**3. Financial Condition of the Fund**

- a.

**4. Old Business**

- a.

**5. Adjournment**

**INTER-CANYON FIRE PROTECTION DISTRICT  
PENSION BOARD MEETING  
7939 S. Turkey Creek Rd., Morrison, CO 80456 \* 303-697-4413  
April 11, 2018**

**1. Call To Order**

ICFPD Pension Board was called to order at 19:00 hours at Fire Station No. 1

**Board Members Present:**

Leslie Caimi, President  
Karl Firor, Treasurer  
Jennifer Volkman, Director  
Ralph Dreher, Director  
Kerry Prielipp, Director  
Randy Rudloff, Secretary  
David Logan

**Board Members Absent**

None

**Guest:**

Chief Skip Shirlaw

**1. Approval of Minutes**

There was a motion by Kerry Prielipp with a second by Jennifer Volkman to approve the January 10, 2018 minutes. The motion passed unanimously.

**2. New Business**

**a. Clint Clark 2017 Pension Appeal**

Leslie Caimi asked if everyone read the appeal letter and asked for discussion and comments. David Logan requested the pension determination stats. Randy Rudloff stated Clint did not receive pension due to stats. Of a required 15% on calls, Clint had 12.01%, of 10 Business Meetings, Clint had 11, and Clint had total training hours of 108.65, 36 are required, and 8 of 8 required Field Day attended. Clint, prior to 2017 has 8 years of service. Randy advised that basically Clint is stating he spent time working on pc hardware as EMS Captain. Clint was EMS Captain up until August or September. Clint indicates he spent 40 hours upgrading Lifepaks and tablets. Clint attended EMSAC. As Clint did not meet the requirement for the District to pay for EMSAC, he attended

and paid for the 15 credit hours himself. In order to meet the requirement members must make a specified number of trips to the hospital as COP. Clint indicated he worked on the Active Shooter Committee for an additional 15 hours.

Randy reviewed stats on 3 other pension letters for comparison. One had 12.8% calls, 11 Business Meetings, 89 training hours and 8 field days and passed. One had 11.59% of calls, 8 Business Meetings, 86 training hours and 2 Field Days, and passed. Another had 5.59% of calls, 9 Business Meetings, 112 training hours, 8 Field Days and passed. Kelley asked if any were out of district as out of district hours are tracked differently. Randy responded 1 was out district. David asked how they passed based on numbers. Randy indicated they had many other hours of time dedicated. David asked if other hours were taken into consideration. Randy confirmed yes and he understands why they passed, 2 were officers, additional consideration is given for the time commitment officers put in. Randy noted Clint had the same call percentage as the 3 comparisons.

It was noted Business Meeting attendance is in question as to how many were actually attended out of the 11, and how many were excused. Randy advised, Clint is a clinician who works a lot of hours and was excused from several Business Meetings. Clint did not meet department stats, he still got credits for EMSAC. 15 hours of active shooter are included as well. Clint lacked only 3% on calls. Randy stated he spoke with Chief Shirlaw this morning about the decision. Kerry asked who made the decision. Randy responded, Chief Shirlaw with consultation between Kelley and Randy. It is now up to the Pension Board to decide whether to give the pension credit for 2017. Randy advised it is required the pension status be reported to FPPA by January 31<sup>st</sup> but status can be adjusted retroactively. David asked if Clint has ever appealed previously. Randy replied not that he is aware of.

Jennifer asked when, and David replied, pension letters are provided at the end of January. A policy was put in place last year for the Pension Board to review any appeals, this is the first appeal under the new structure. David noted numbers are reviewed quarterly throughout the year. This is the standard process. If you feel you put in enough time, to make up for or compensate for requirements you missed, this is what the appeals process is for. Randy noted Kelley keeps track of training records, puts them together for quarterly field nights so members are aware of their stats and have opportunity to pick up their hours. In response, Jennifer asked for confirmation members should know whether they are on track or not? David responded Field Day review has been missed in the past and is dependent on the Station Captain. Kelley

noted stats are emailed to all members quarterly. Members should have reviewed their stats as everyone receives notification whether reviewed at the Field Night or not.

Randy stated 3 others did not meet minimum stats and made pension. David indicated Clint put in time for several years far above what others have. Randy indicated Clint had a lot of responsibility as EMS Captain and worked on many projects, Randy is for Clint receiving pension credit for 2017.

**MOTION:** Randy Rudloff made a motion with a second by David Logan to approve the appeal for Clint Clark to receive pension credit for 2017. The motion passed 6 to 1.

Karl abstained from voting stating there are claims on both sides, however, all information has not been made available in order to make a proper decision. Kelley added as the Pension Board meets quarterly, she will forward the stats each quarter to the Pension Board Members.

Ralph commented in past meetings of prior boards, information had been missing as well. We are fiduciaries of and we handle the money for the tax payer. As a board we need to be aware of our duties and our resolve at making a right or wrong decision. Pension is a little complicated and is not easy to be familiar with. Randy has in the past made an effort to know. These decisions have consequences in the thousands of dollars. Kerry inquired as to what is the reverse determination for these 3 examples who have not made the standards. Is it the Chief's capacity to grant pension? Ralph responded the Pension Board determines who makes pension, who does not. Kelley added the Pension Board gave authority to Chief Shirlaw to make the determination as he is most familiar with day to day operations. The Pension Board determines if an appeal is made.

Karl noted we did not have a good plan here, nothing in writing except for the limited criteria presented. We can't make exceptions without a written record. We should have a proper plan. There need to be definitions of how this is done. If we don't give credit when appropriate, we are at risk. Kerry also stated his concern the process is not properly in place. Leslie also agreed. Discussion took place, a committee was formed to determine a process for future appeals. The committee consists of Karl Firor, Randy Rudloff and David Logan.

**b. Resolution to Include Part Time Firefighters under FPPA Statewide Money Purchase Plan and State Wide Death and Disability Plan**

Leslie asked if there are any questions about the proposed resolution. David asked for confirmation this is for the new part time EMS Captain position. Karl confirmed yes. Kelley confirmed the resolution is an FPPA document formatted to fit ICFPD and reviewed by FPPA for use. Karl advised benefits are the same as a paid fulltime employee. David asked about the death and disability portion. Karl clarified benefits are different than a volunteer, as a paid employee part of the contributions come from wages. The District matches 8% of wages to the plan, the District's limit is fixed at that point, and any liability belongs to the plan. The participants can put up to 12% of their wages. David asked and Chief Shirlaw confirmed Suzannah Epperson as the part time paid EMS Captain is no longer on volunteer status.

**MOTION:** There was a motion by Karl Firor with a second by Kerry Prielipp to Adopt the Resolution to Include Part Time Firefighters under FPPA Statewide Money Purchase Plan and State Wide Death and Disability Plan. The motion passed unanimously.

**Financial Condition of the Fund**

- a. No report

**3. Old Business**

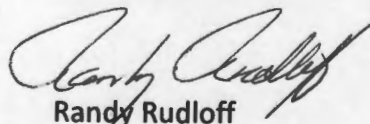
- a. David noted he is still waiting for an appointment to meet with FPPA. David indicated he is available anytime. Randy confirmed he will schedule an appointment.

**Adjournment**

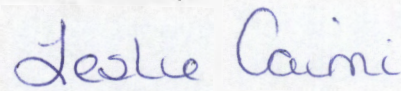
There being no further business before the Board, the meeting was adjourned at 19: 50 hours.

Meeting Minutes by Kelley D. Wood, District Administrator

Submitted by:

  
Randy Rudloff  
Secretary

Approved by:

  
Leslie Caimi  
President

Attachments:

- Resolution to Include Part Time Firefighters under FPPA Statewide Money Purchase Plan and State Wide Death and Disability Plan

# **FPPA**

Fire & Police Pension Association of Colorado

INTER-CANYON FIRE PROTECTION DISTRICT  
7939 S. TURKEY CREEK RD. MORRISON, CO 80465  
303-697-4413

## **RESOLUTION**

### **INCLUSION OF PART-TIME FIREFIGHTERS UNDER THE FPPA STATEWIDE MONEY PURCHASE PLAN AND/OR FPPA STATEWIDE DEATH AND DISABILITY PLAN**

WHEREAS, for the purpose of participation in the statewide money purchase plan established pursuant to part 5 of Title 31, Article 31, C.R.S., the statewide hybrid plan pursuant to part 11 of Title 31, Article 31, C.R.S. and the statewide death and disability plan established pursuant to part 8 of Title 31, Article 31, C.R.S. operated by the Fire and Police Pension Association, pursuant to Section 31-31-102 (4) C.R.S, the definition of “Member” may include an active employee whose duties are directly involved with the provision of police or fire protection as certified by the employer and who works less than sixteen hundred hours per year if the employer elects to treat all such employees as members.

WHEREAS, pursuant to FPPA Rule 611.02, Employers whose Members participate in a local money purchase plan and in the Statewide Death and Disability Plan may elect to cover police officers and/or firefighters working less than 1600 hours, but otherwise qualifying as Members, in the statewide death and disability plan if the part-time members also participate in the local money purchase plan.

WHEREAS, pursuant to FPPA Rules 611.01 and 611.02, members must be enrolled in either an FPPA pension plan or a local money purchase plan in order to be enrolled in the statewide death and disability plan.

WHEREAS, Inter-Canyon Fire Protection District’s full time active employees whose duties are directly involved with the provision of police and fire protection are covered under the statewide defined benefit plan established pursuant to part 4 of Title 31, Article 31, C.R.S., the statewide hybrid plan pursuant to part 11 of Title 31, Article 31, C.R.S., and the statewide death and disability plan established pursuant to part 8 of Title 31, Article 31, C.R.S.

Inter-Canyon Fire Protection District desires to cover its active employees who work less than sixteen hundred hours per year and whose duties are directly involved with the provision of police and fire protection under the statewide money purchase plan established pursuant to part 5 of Title 31, Article 31, C.R.S. as is provided under Section 31-31-401 (5), C.R.S. Inter-Canyon Fire Protection District further desires to cover said employees under the statewide death and disability plan established pursuant to part 8 of Title 31, Article 31, C.R.S.

Fire & Police Pension Association of Colorado  
5290 DTC Parkway, Suite 100, Greenwood Village, CO 80111  
(303) 770-3772 in the Denver Metro area or (800) 332-3772 toll free Statewide  
[www.FPPAco.org](http://www.FPPAco.org)

**FPPA**

Fire & Police Pension Association of Colorado

NOW THEREFORE BE IT RESOLVED by Inter-Canyon Fire Protection District that:

1. Such election shall become effective on April 16, 2018 (the first day of a pay period), assuming all necessary forms, procedures and other relevant paperwork is completed; and
2. Inter-Canyon Fire Protection District's District Administrator is directed to file a certified copy of this resolution with the Fire and Police Pension Association as soon as is practicable and Inter-Canyon Fire Protection District's staff is directed to take all other actions necessary to implement the coverage.

Approved this \_\_\_\_ day of \_\_\_\_\_, 20\_\_, by the governing body of Employer

APPROVED:

\_\_\_\_\_  
Leslie Caimi, President

ATTEST:

\_\_\_\_\_  
Secretary