

RECORD OF PROCEEDINGS FOR THE
COLORADO RIVER FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS

MAY 30, 2019

STATION 41, 1850 RAILROAD AVENUE, RIFLE, CO 81650

The special meeting was called to order by Chairman Weisbrod at 4:00 pm. The Pledge of Allegiance was said and a moment of silence was given.

ROLL CALL:

Board Members Present:

Matt Weisbrod, Vice President/Acting Chairman
Levy Burris, Director
Addy Marantino, Secretary
Paige Haderlie, Treasurer

Board Members Absent:

Alan Lambert, President (excused)

Director Burris made a motion to excuse President Lambert from the special Board of Directors meeting. Secretary Marantino seconded the motion. The motion passed unanimously.

ADDITIONS/DELETIONS/CHANGES TO THE AGENDA:

None

CANDIDATE QUESTIONS:

Vice President Weisbrod explained that the Board of Directors would present questions to the following fire chief candidates: Billy Cockman, Dewey Coy, and Christopher McCarthy.

The Board asked Mr. Cockman to give a brief description of himself, explain where he came from and why he is ready to be the District's new fire chief. Mr. Cockman stated that he worked for the Jacksonville Fire District in Florida for 20 years. It is one of the largest fire districts, with over 60 stations, 1,500 personnel and 140,000 calls per year. He is looking for a family-oriented department and community. He grew up in a very small community near Louisiana and Arkansas. Furthermore, he was raised by his grandmother in a small town with a population of 600. He has done research of the District's territory and finds it beautiful. Prior to serving 20 years for the Jacksonville Fire District, Mr. Cockman served in the U.S. military for 8 years as a navy foreman and a medic for the U.S. Marines. At Fort Myers Beach, Mr. Cockman was the assistant fire chief for a year. Although it was a small community, within a six mile radius there were 22 high-rise buildings. There, he conducted high-rise training. In all, Mr. Cockman was glad to be at the Meet and Greet and he looked forward to further questions as well as meeting all who attended the event.

The Board asked Mr. Coy to give a brief description of himself, explain where he came from, and why he is ready to be the District's new fire chief. Mr. Coy stated that he is from Jacksonville, Arkansas. He explained that his duties were a mix between those of an assistant chief and battalion chief along with administrative functions. He fell in love with the area of the District when he first visited. A few years ago, he and his wife began to make plans to transition once they were in a position to retire from Jacksonville. When the fire chief position opened up, they thought it was a great opportunity and the timing was right. Mr. Coy explained that Jacksonville is about the same size as the District and is similar operationally. He is looking forward to learning from everyone and would like to be here for the long haul.

The Board asked Mr. McCarthy to give a brief description of himself, explain where he came from, and why he is ready to be the District's new fire chief. Mr. McCarthy stated he has served 35 years in fire and EMS services. He started off as a volunteer firefighter in Rhode Island and worked as a paramedic in New York City. Later on, he joined Castle Rock Fire and Rescue in Colorado. Mr. McCarthy enjoyed the small town community of Castle Rock, where there are currently 4 fire stations with an average of 2,000 calls per year. As Castle Rock's Training Chief for 17 years, Mr. McCarthy feels that the fire chief position with Colorado River Fire Rescue is where he wants to be.

The Board asked Mr. Coy what he believes the District's greatest challenges are and how he would address those challenges. Mr. Coy stated that there seems to be a morale and identity issue. He proposed generating an assessment of how District personnel felt currently and from there utilizing everyone's feedback to find a solution collectively.

The Board asked Mr. McCarthy what he believes the District's greatest challenges are and how he would address those challenges. Mr. McCarthy stated that the issues surrounded employee pay and a limited growth budget. Mr. McCarthy stated that his previous experience with New York City and Castle Rock would help him propose solutions. Furthermore, Mr. McCarthy discussed the benefits of communication amongst District personnel as a means to identify and overcome morale and identity issues.

The Board asked Mr. Cockman what he believes the District's greatest challengers are and how he would address those challenges. Mr. Cockman stated that retention, proper compensation, and a balanced budget were the main issues to be addressed. Furthermore, he suggested motivation was pivotal to molding the District into being productive yet disciplined. He stated that a year from now, he does expect some changes in the right direction to be made, and continuing on throughout the next five years. Mr. Cockman stated that he will try rigorously to address and solve these main issues.

The Board asked Mr. McCarthy what his first, third, and fifth year leadership plans look like for the District. Mr. McCarthy stated that the first year would be the greatest challenge, due to gaining trust and leading with authenticity. His plan would be to assess where the District stands to determine where it wants to go. Mr. McCarthy believes that not all personnel need to be promoted to be successful. He believes line personnel can progress in their careers through better education and training. Furthermore, moving forward with accreditation will allow the District to collect data that best reflects the status of District personnel. His third year plan consists of having clear and direct plans for the District to move forward. His fifth year plan consists of reviewing the District's progress and seeing whether the District has met its goals.

The Board asked Mr. Cockman what his first, third, and fifth year leadership plans look like for the District. Mr. Cockman stated that within the first 60 to 90 days, his goal would be to review District policies and rules, as well as meet and learn about all staff members. He wants to ensure that all levels of management are working properly and efficiently. His objective is to get a clear view of where the District is coming from in order to foresee where it is going. At the halfway mark by year three, Mr. Cockman stated that training throughout the United States will be a great benefit and contribution to moving the District forward. He also stated that ongoing community outreach will be key to becoming one of the best fire districts. His five year plan includes being the best fire department and continuing that status for years following.

The Board asked Mr. Coy what his first, third, and fifth year leadership plans look like for the District. Mr. Coy's first goal is to learn about the District, build a connection with District personnel and lead with inspiration. He wants to collect feedback from the Board of Directors of what they feel the main issues are, as well as from District personnel to see where the gaps are. Once the gaps are detected, the next step will consist of proposing solutions to the main issues. By year three, Mr. Coy would like to get close to solving the main issues discussed during year one. He would also like to have a thorough succession plan established, so that all personnel understand their position and roles, including those below them, and those above them. This will allow personnel to map out their careers and essentially allow the District to determine its identity. By the fifth year, Mr. Coy would like to begin another aspect of the District's Strategic Plan. He would like to have a better sense of where the District came from and where it is going in order to reach its objectives. Throughout these processes, Mr. Coy intends to solve current and future issues.

The Board asked Mr. Cockman how he would promote an inclusive, engaged, value-centric and mission-focused CRFR workforce. Mr. Cockman stated that it is essential to motivate District personnel. He wants all personnel to be proud to work for the District and follow mission and value statements with pride. Mr. Cockman wants the District to be the best it can be and will bring in the necessary trainers and personnel to make the District desirable. He firmly believes that following the steps provided through the Strategic Plan will allow the District to succeed.

The Board asked Mr. Coy how he would promote an inclusive, engaged, value-centric and mission-focused CRFR workforce. Mr. Coy believes developing an effective on-boarding program that is structured will allow personnel to thrive. It will help build an inclusive atmosphere where growth is viable and sustainable amongst all personnel.

The Board asked Mr. McCarthy how he would promote an inclusive, engaged, value-centric and mission-focused CRFR workforce. Mr. McCarthy stated that in regards to Mr. Coy's on-boarding program, he felt that every member needs to be brought in and accepted, even those who do not agree with the mission and vision values of the program. He feels addressing personnel as family is crucial to establishing an inclusive environment. Mr. McCarthy wants to visit with line personnel at the fire houses and have personal talks about how they feel and what they feel the issues are. In addition, he wants to help personnel get to where they will be happy.

Vice President Weisbrod addressed the public and explained how intensive the fire chief hiring process has been. He appreciated all who participated in the Meet and Greet and encouraged all to mingle.

AJOURNMENT:

There being no other business to come before the Board, the special meeting adjourned at 5:05 pm.

APPROVAL

The foregoing Minutes, which has been approved by the affirmative majority vote of the Board of Directors of the Colorado River Fire Protection District, is a true and accurate record of the meeting held on the date stated above.

Date:  6/14/19

Date:  6/11/19