

# COLORADO STATE FIRE CHIEFS COMBINATION SECTION MEETING

April 15<sup>th</sup>, 2016  
Copper Mountain Fire Rescue  
Copper Mountain, CO

## MEETING MINUTES

10:00 am

**Chief Mygatt**, Boulder Rural Fire Rescue – Introduced Chief Gary Curmode, Copper Mountain Fire.

**Chief Curmode** gave a brief description of the history of Copper Mountain Fire Rescue and current events within the department.

**Chief Mygatt** continued with an introduction to Chief T.J Steck, Elizabeth Fire Protection District, who spoke about SB1088.

**Key Points:** Bill was passed and will be signed by the Governor at a signing Ceremony located at Elizabeth Fire. The date and time is still TBD. Currently developing training with information on implementing SB1088 in your District.

**Chief Mygatt** then introduced Chief Randy Larson, IAFC/VCOS, who spoke about the VCOS Scholarship program and Symposium in the West May 14<sup>th</sup>-15<sup>th</sup> in Nevada.

**Chief Mygatt** turned the meeting back over to Chief Curmode, who introduced Chief Bryan Jack, Black Forest Fire/Rescue. Chief Don Taylor, Blackhawk Fire and Chief Glenn Levy, Timberline Fire District were unable to attend due to weather.

- **Topic 1:** *Working with a county, city, administrator or Mgr—how to protect yourself as a Fire Chief. Some different options that you may want to consider when you are “under the gun” or threatened for your job security.*
  - Chief Curmode spoke about a previous relationship with a Manager at a different Department. Gave the following advice.
    - Before going into an interview have questions ready. Ask what they are looking for in a Fire Chief.
    - When creating a Strategic Plan ask what the Board wants to see in the next few years. Make sure to have specific goals and dates. If a goal is not met, be able to explain why you were able to accomplish a goal.
    - Protect yourself by documenting everything. When submitting a report document all revisions you submit. Document any conversations you have when recommending options.
  - Chief Jack:
    - Do your research before going into any interview and know what is going on currently with the Department. Create a plan to fix any major issues.
- **Topic 2:** *How to professionalize your fire department. Ways to consider improving the safety/quality of your employees’ professional development.*
  - Chief Jack offered the following advice/opinion:
    - Professionalism = pride in what you do.
    - His current focus when hiring is attitude vs. certification.
    - Set current members up for success by capitalizing on their strengths.
    - Don’t be afraid to look outside your organization for ideas/training.

- Chief Curmode offered the following advice/opinion:
  - Professionalism = How you dress/act in public.
  - Get out there with your people.
  - Give accolades when your team does something well.
  - Lead by example.
  - Inspect what you expect.
  - Don't cut out training.
- Opened to group for discussion:
  - Assistant Chief Larson: Focus on the people within your community itself.
- Chief Curmode closed the topic discussion by going over Copper Mountain's Stratic Plan and 2016 at a Glance: Training Document.
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- **Topic 3: *What does the future fire service going to look like?***
  - Chief Curmode: Started conversation by asking the group to think about where the industry was, where it is now and where it will be. Spoke about his visit to a Natural Gas plant in Qatar.
    - Key Point: Safety is their culture.
      - Asked what is your department's culture?
      - What do you want it to be? What does your board want it to be?
      - Encouraged everyone to continue challenging themselves and learn new things.
      - Believes future is more focused on fire prevention, and firefighters needing to be a jack of all trades if the department is going to prosper.
      - Even if it isn't broken, you can still improve it.
      - Know that it is ok to change how you are doing something especially when it comes to the safety of your people.
  - Chief Jack gave the following advice/opinion:
    - If your Department does not roll with the times, it won't last.
    - Keep looking forward and always be ready for change.
    - Continue to build relationships with other Departments. Believes we will have to rely more on each other going forward.
  - Chief Curmode closed by emphasizing the importance of safety and continual training.

### **1:00 pm**

Meeting was adjourned. Thanks to Copper Mountain Fire for an informative presentation and wonderful pasta lunch.

### **NEXT MEETING:**

June 13, 10:00 am, Women in the Fire Service: The Numbers Don't Lie  
 Vail Fire Department  
 Vail, CO