

Berthoud Fire Protection
Boulder Fire Rescue
Boulder Rural Fire Rescue
Front Range Fire Rescue
Greeley Fire Department
Lafayette Fire Department



Longmont Fire Department
Louisville Fire Protection
Loveland Fire Rescue Authority
Mountain View Fire Protection
Platte Valley Fire Protection
Windsor Severance Fire Rescue

**FRFC Board of Directors
Notice of Regular Board Meeting and Agenda
February 18, 2025, 2:00pm
Berthoud Fire Protection District Station 1 – 248 Welch Ave., Berthoud, CO
80513**

(Video and Phone Conference Attendance Options Below)

The agenda is preliminary and subject to change by majority vote of the Board at the meeting.

Individuals requiring special accommodation to attend and/or participate in this meeting please advise the ADA Compliance Officer at Chief@frontrangefireconsortium.org or call 970-962-2869 to assist with any specific need(s) as soon as possible.

AGENDA ITEMS

1. **Call to Order:**
2. **Roll Call:**
3. **Approval or Changes to the Agenda:**
4. **Approval or Changes to Previous Board Meeting Minutes:** Previous Board Meeting Minutes from January 21, 2025 – Regular Meeting
5. **Call to the Public:**
6. **Financials:**
 - a. **Monthly Financial Report** – Sara Simonton (JVG)
7. **Old Business:**
 - a. **FRFC Director Position** – Chief Angermuller/Beebe/West
 - b. **New Logo** – Chief Bradshaw

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8. New Business:

a. **FRFC Academy 2025-1 Update** – Chief Klaas

9. **Next Regular Meeting:** 2:00pm March 18, 2025, Virtual – Via Teams

10. Adjournment:

Microsoft Teams

[Join the meeting now](#)

Meeting ID: 264 431 656 528

Passcode: jS79s7M4

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**FRFC Board of Directors
Notice of Regular Board Meeting and Agenda
January 21, 2024, 2:00pm
Loveland Fire Rescue Authority Training Area – 1040 Emergency Dr.
Loveland, CO 80537**

AGENDA ITEMS

1. **Call to Order:** This meeting was called to order at 2:00pm by FRFC Board President Fire Chief Tim Sendelbach.

Roll Call: Chief Stephen Charles (Berthoud), Chief Michael Calderazzo (Boulder), Interim Chief Randy Callahan (Boulder Rural), Chief Michael West (Front Range), Chief Brian Kuznik (Greeley), Chief Pete Bradshaw (Lafayette), Chief Dan Higgins (Longmont), Chief John Willson (Louisville), Chief Tim Sendelbach (Loveland), Chief Dave Beebe (Mountain View), Chief Jim Klug (Platte Valley), Chief Chris Angermuller (Windsor-Severance)

Also Present: Chief Greg Ward (Loveland), Chief Eric Klaas (Loveland), Chief Jason Goodale (Loveland), Captain Jamie Wood (Mountain View), Lieutenant Stew Visser (Longmont), Chief Ryan Rieser (Platte Valley), Chief Chris Melvin (Louisville), Captain Justin Boehler (Boulder), Chief Jeramie Greer (Windsor-Severance), Sara Simonton (JVG), Taygan Lane (LFRA & FRFC Admin)

2. **Approval or Changes to the Agenda:**

*Motion to approve the agenda as presented – Chief Brian Kuznik (Greeley Fire Department)
seconded – Interim Chief Randy Callahan (Boulder Rural Fire Rescue)
All Approved – Motion Carried*

3. **Approval or Changes to Previous Board Meeting Minutes:** Previous Board Meeting Minutes from December 17, 2025 – Regular Meeting

*Motion to approve the previous board meeting minutes as written – Chief Pete Bradshaw (Lafayette Fire Department)
seconded – Chief Chris Angermuller (Windsor-Severance Fire Rescue)
All Approved – Motion Carried*

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4. **Call to the Public:** No members of the public provided comment, either in person or online.

5. **Financials:**

a. **Monthly Financial Report** – Sara Simonton

Sara presented the monthly financials, highlighting a bank balance of \$85,000 as of December. There is approximately \$180,000 in open accounts receivable (AR) at the end of December. The total revenue for 2024 was reported at \$296,000, primarily from replenishing training funds and new member dues. Questions were raised regarding professional development expenses and the projected revenue for 2025.

Sara also mentioned that she has set up automatic payment with the bank so that way we don't incur any late fees or interest fees. It also gives her time to get everything paid and reconcile the account.

Administrative costs were discussed, including the allocation of audit fees and their impact on agency charges. Sara explained that leased resources cost was highest due to the large academy in the spring of 2024.

Motion to approve the monthly financial report as presented – Chief John Willson (Louisville Fire Protection District)

seconded – Chief Chris Angermuller (Windsor-Severance Fire Rescue)

All Approved – Motion Carried

b. **Review and Renewal of FRFC Insurance Policy (DBA TCW Risk Management)** – Chief Kuznik

Chief Kuznik met with the FRFC's insurance representative, Christie Kersnick. He shared that he thinks we should continue with the same insurance policy for the FRFC and the training facilities that they utilize. The premium is going up 12%, or \$11,801 for the continuation of the policy. Chief Klaas shared that there are 2 facilities that no longer need to be insured, but otherwise everything else on the policy can stay the same.

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*Motion to approve 2025 Continuation of Insurance Policy for the FRFC with an increase of \$11,801 – Chief Chris Angermuller (Windsor-Severance Fire Rescue) seconded – Chief Stephen Charles (Berthoud Fire Protection District)
All Approved – Motion Carried*

6. Old Business:

a. FRFC Revised Financial Model – Chief Kuznik/Sendelbach

Chief Kuznik and Chief Sendelbach have a meeting scheduled with the Greeley Fire Department Budget Analyst to discuss the South King County financial model. He explained that this model is an all-encompassing model that a similar 13-agency consortium in South King County is using where every agency pays in a single dollar amount that covers all of the training requirements for the agency. He shared that they felt this scale may be too large for the FRFC but will hopefully be discussed further to potentially be used for 2026.

b. AIMS Bridge Academy – Chief Bradshaw/Klaas

There was no update provided for this meeting.

c. FRFC Director Position – Chief Beebe/Angermuller

Chief Angermuller shared that he, Chief Beebe, and Chief West worked together to create the FRFC Director job description. He wants the Board to take a closer look and come back to the next meeting with ideas on how to pay for this position, as well as share their general thoughts.

d. 2024-2 Fire Academy AAR – Chief Klaas

Chief Klaas briefly shared the Academy 24-2 after action review with the Board, noting that in the past they had not had a chance to make a budget projection due to multiple factors constantly changing with each academy. However, they were able to make a projection for this academy (24-2), and their projections were close to the actual cost of the academy. The total cost of academy was \$272,785, which was about \$30,000 over budget. With 18 recruits, this means that it was \$16,046 per recruit to go through academy.

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In order to mitigate costs where they could, they tried consolidating cadre, they stretched student-to-instructor ratio from 4:1 to 5:1 and used Wellington's acquired structure to try and reduce facility fees. They were also fortunate enough to not have a facility fee from the Forge.

He then went on to discuss some areas of improvement for the next academy. Logistics improvements are needed, including potential collaboration with Loveland Fire Rescue Authority, Front Range Fire Rescue, and Berthoud Fire Protection District, or the Joint Logistics agency, compensated as a leased resource program. There is a need to improve instructor depth because with academy 24-2, there were challenges with module instructors having scheduling conflicts and others filling in who were not as knowledgeable on the module content as the original instructor. The goal is to develop a succession plan for the modules and aim to not build modules around individual instructors. Documentation and timing are another area in need of improvement with an option of moving skills testing to Thursday instead of Friday to give recruits a chance to study more before retaking. Chief Klaas and Cadre members are also investigating the Vector Solutions Performance Plus system to enhance performance documentation, with a potential maintenance fee of \$1500 and cost of \$40 per recruit. A problem, though, is that not all FRFC agencies are in Vector Solutions. Lastly, Chief Klaas discussed that they were short on certified live fire instructors and that could become a liability and would like the agencies to encourage their instructors to get their Colorado State Fire Instructor certification.

Despite challenges, the academy demonstrated several strengths. There were reduced and balanced cadre hours in total of about 42 hours a week instead of 52-54 hours previously. The collaboration with Dr. Moto from Texas Tech resulted in decreased recruit injuries and higher attendance rates. They also had low written test failures with only 2 recruits needing to retest due to 4–10-hour days instead of 5–8-hour days which allowed more study time for the recruits. There was successful implementation of more objective performance measures.

The next academy is scheduled to start on February 18th with key focus areas including continuing to refine the funding model, developing a comprehensive succession plan, and elevating instructor certification standards. Battalion Chief Jason Goodale is preparing to assume training leadership, marking an important step in the organization's long-term strategic planning process.

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The Board emphasized the importance of supporting professional development for instructors, implementing comprehensive evaluation processes, and creating sustainable pathways for instructor certification. Chief Sendelbach suggested that Taygan could create an evaluation form for recruits to fill out at the end of the academy to allow recruits to give their honest feedback on how they think the academy went.

7. **New Business:**

a. **FRFC Recruit Class 2025-1 – Budget/Revised Curriculum Proposal** – Chief Sendelbach/Klaas

Chief Klaas and Lieutenant Visser have spent the last few weeks creating different academy funding options for the Board to look over and choose the best option for Academy 25-1. Chief Klaas presented a spreadsheet with 4 different options to the Board:

Option 1: This option was to show what the last academy (Academy 24-2) and other recent academies were using. Chief Klaas and Lt. Visser created this option in order to get a base number to overcome in the other potential options and to show what the budget would look like if they continued the way they are now. They would need a minimum of 25 recruits to break even and they would face a \$88,000 budget deficit.

Option 2: This option is a Cadre-only taught academy without SMEs. Given funding restraints, there would only be 2 cadre members and significant cuts to the curriculum including Hell Night, skills day, and 2 live fire days. The academy would still be in \$33,00 deficit with the potential to be more with the loss of even one recruit.

Option 3: In this option there would be 3 cadre members and SMEs in order to maintain the delivery of the content. However, there would be significant cuts including Fire Fighter II and Wildland curriculum to stay within budget. After the curriculum cuts there will be a profit of \$6,000.

“1099 Option”: This option shows a reduction in instructor wages starting with a base pay of \$35 an hour and increasing from their based on an instructor’s highest

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certification. The FRFC would send individual checks to the instructors and there would be no taxes drawn out, leading to repercussions in the future. Chief Sendelbach urged that the title of this option is not the most accurate and encouraged the Board to look at the other options that Chief Klaas and Lieutenant Visser had created.

25-1 Cost Split Option: This option is a completely different look at academy than what has been used in past years. There would be no upfront cost, instead the cost at the end of the academy would be split up between supporting agencies and by percentage of contribution. This option doesn't consider the 10% administrative fee based on the per recruit cost that the Board established at the last meeting.

Chief Sendelbach showed interest in this option, but raised the question of whether the Board thinks it would be beneficial to install the instructor certification wages that were previously discussed. Chief Bradshaw agreed with Chief Sendelbach and shared that he felt this would level the playing field with the reimbursement rate as well as add value to the instructor coming to teach.

Chief Klaas brought up the fact that this academy is mostly made up of the smaller agencies and expressed that bigger departments will need to still support the academy.

Chief Bradshaw posed the question of whether the FRFC has ever considered using credits instead of money regarding the academy and its costs. None of the Board members had the answer but thought that was probably not so.

After much discussion, the Board decided that the cost-split model was a fair option, but that this needs to be investigated further in the future.

Motion to approve the Cost-Split Model as presented – Chief Tim Sendelbach (Loveland Fire Resue Authority)

seconded – Chief Chris Angermuller (Windsor-Severance Fire Rescue)

The motion was approved with 10 votes in favor and 2 abstentions – Motion Carried

Motion to approve Academy 2025-1 instructor rate of \$35-50 based on highest certification – Chief Tim Sendelbach (Loveland Fire Rescue Authority)

seconded – Chief Chris Angermuller (Windsor-Severance Fire Rescue)

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*The motion was not approved with 4 votes in favor, 4 against, and 2 abstentions –
Motion Failed*

*Motion to approve three cadre for Academy 2025-1 – Chief John Willson (Louisville
Fire Protection District)
seconded – Chief Chris Angermuller (Windsor-Severance Fire Rescue)
All Approved – Motion Carried*

b. Quote for Annual Ground Ladder Testing – Chief Sendelbach

The annual ground ladder testing quote of \$1,750 was proposed by Chief Sendelbach. Sara wanted to know how all the different agencies would pay the amount, and the Board decided it was best to use the existing administrative capital fee of \$5,000.

*Motion to Approve Quote of \$1,750 for the Repair of the Ground Ladders – Chief
Chris Angermuller (Windsor-Severance Fire Rescue)
seconded – Chief John Willson (Louisville Fire Protection District)
All Approved – Motion Carried*

**8. Next Regular Meeting: 2:00pm February 18, 2025, Berthoud Fire Protection District,
Station 1 – 248 Welch Ave. Berthoud, CO 80513**

9. Adjournment: This meeting was adjourned at 4:10pm January 21, 2025

*Motion to Adjourn – Chief John Willson (Louisville Fire Protection District)
seconded – Chief Brian Kuznik (Greeley Fire Department)
All Approved – Motion Carried*

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ATTESTATION OF MINUTES: *We attest that the foregoing minutes, which have been approved by the affirmative majority vote of the Board of Directors of the Front Range Fire Consortium, are a true and accurate record of the meeting held on the date stated above.*

_____, FRFC Board President
Fire Chief Tim Sendelbach

_____, FRFC Board Secretary
Fire Chief Brian Kuznik



Front Range Fire Consortium

Monthly Financial Report

Monthly Financial Report – January 2025

Attached are the following for your information and review:

1. Balance Sheet as of January 31, 2025.
2. Summary of reconciled cash balances on January 31, 2025.
3. Income Statement of Revenues and Expenditures for Fiscal Year 2025 to Date, including budget to actual and year-to-date balances.
4. Income Statement Detail for Fiscal Year 2025 to date.
5. Fiscal Year 2025 to Date Check Detail Report.

Key points:

- Total Revenue for January 2025 is \$60,000, driven by \$5,000 per agency administrative fee invoice for FY2025.
- Total Expenses for the January 2025 are \$6,070 which is under budget by \$17,319.
 - Driven by timing on our invoices from Executive Administrative Assistant costs, legal fees and recruit clothing for the Spring 2025 academy.
- Cash is \$115,900 as of January 31, 2025 which is down \$239,884 from this time last year and up \$30,681 from December 2024.

Please contact the Finance Director for any questions or concerns regarding this report.

Front Range Fire Consortium

Balance Sheet

As of January 31, 2025

	TOTAL		
	AS OF JAN 31, 2025	AS OF JAN 31, 2024 (PY)	CHANGE
ASSETS			
Current Assets			
Bank Accounts			
1000 Bank of Colorado	115,900.30	355,784.76	-239,884.46
1072 Bill.com Money Out Clearing	0.00	0.00	0.00
Total Bank Accounts	\$115,900.30	\$355,784.76	\$ -239,884.46
Accounts Receivable			
11000 Accounts Receivable	176,987.00	51,089.00	125,898.00
Total Accounts Receivable	\$176,987.00	\$51,089.00	\$125,898.00
Other Current Assets			
1200 Accrued Academy A/R	0.00	0.00	0.00
12000 Undeposited Funds	0.00	0.00	0.00
1500 Suspense	0.00	0.00	0.00
Total Other Current Assets	\$0.00	\$0.00	\$0.00
Total Current Assets	\$292,887.30	\$406,873.76	\$ -113,986.46
TOTAL ASSETS	\$292,887.30	\$406,873.76	\$ -113,986.46
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 Accounts Payable	0.00	10,814.85	-10,814.85
Total Accounts Payable	\$0.00	\$10,814.85	\$ -10,814.85
Credit Cards			
2100 Bank of Colorado CC	4,108.62	11,201.36	-7,092.74
Total Credit Cards	\$4,108.62	\$11,201.36	\$ -7,092.74
Other Current Liabilities			
2200 Accrued Leased Resource Liability	0.00	0.00	0.00
Total Other Current Liabilities	\$0.00	\$0.00	\$0.00
Total Current Liabilities	\$4,108.62	\$22,016.21	\$ -17,907.59
Total Liabilities	\$4,108.62	\$22,016.21	\$ -17,907.59
Equity			
32000 Unrestricted Net Assets	234,848.45	388,400.81	-153,552.36
Net Income	53,930.23	-3,543.26	57,473.49
Total Equity	\$288,778.68	\$384,857.55	\$ -96,078.87
TOTAL LIABILITIES AND EQUITY	\$292,887.30	\$406,873.76	\$ -113,986.46

Front Range Fire Consortium
Summary of Reconciled Cash Balances
Period Ending 01/31/2025

	Bank of Colorado DS 1/31/2025
Beginning Balance	<u>85,219.64</u>
Cleared Transactions	
Checks and Payments	(7,177.34)
Deposits and Credits	<u>37,858.00</u>
Total Cleared Transactions	<u>30,680.66</u>
 Cleared Balance	 <u><u>115,900.30</u></u>
Uncleared Transactions	
Checks and Payments	
Deposits and Credits	
Total Uncleared Transactions	<u><u>-</u></u>
 Register Balance as of 1/31/25	 <u><u>115,900.30</u></u>

Front Range Fire Consortium

Budget vs. Actuals: FY25 DOLA Submission - FY25 P&L

January 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
4010 Revenue	60,000.00		60,000.00	
Total Income	\$60,000.00	\$0.00	\$60,000.00	0.00%
GROSS PROFIT	\$60,000.00	\$0.00	\$60,000.00	0.00%
Expenses				
5020 Executive Admin Assistance		4,436.25	-4,436.25	
6020 Rental		350.17	-350.17	
6030 Building Materials		458.33	-458.33	
6040 Recruit Clothing		6,050.00	-6,050.00	
6060 Fuel		28.75	-28.75	
6070 Food/Water		116.67	-116.67	
6080 Propane		146.67	-146.67	
6110 Equipment Repair		166.67	-166.67	
6140 Software	206.25	297.75	-91.50	69.27 %
6150 Web Service	269.90	301.00	-31.10	89.67 %
6170 Professional Development Expenses	846.62	0.00	846.62	
7010 Legal		5,644.50	-5,644.50	
7020 Audit/Finance	1,500.00	1,500.00	0.00	100.00 %
7030 Office Supplies/Equipment		308.33	-308.33	
7060 Books	3,247.00	3,500.00	-253.00	92.77 %
7100 Miscellaneous		83.33	-83.33	
Total Expenses	\$6,069.77	\$23,388.42	\$ -17,318.65	25.95 %
NET OPERATING INCOME	\$53,930.23	\$ -23,388.42	\$77,318.65	-230.59 %
NET INCOME	\$53,930.23	\$ -23,388.42	\$77,318.65	-230.59 %

Front Range Fire Consortium

Profit and Loss Detail

January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	AMOUNT	BALANCE
Ordinary Income/Expenses						
Income						
4010 Revenue						
01/01/2025	Invoice	263	Windsor Severance Fire Rescue	FY2025 Repairs and Replacements (Capital Expenses)	5,000.00	5,000.00
01/03/2025	Invoice	264	Platte Valley Fire Protection District'	FY2025 Repairs and Replacement (Capital Expense)	5,000.00	10,000.00
01/03/2025	Invoice	274	Lafayette Fire Department	FY2025 Repairs and Replacement (Capital Expense)	5,000.00	15,000.00
01/03/2025	Invoice	269	Berthoud Fire Protection District	FY2025 Repairs and Replacement (Capital Expense)	5,000.00	20,000.00
01/03/2025	Invoice	271	Boulder Rural Fire Rescue	FY2025 Repairs and Replacement (Capital Expense)	5,000.00	25,000.00
01/03/2025	Invoice	272	Front Range Fire Rescue	FY2025 Repairs and Replacement (Capital Expense)	5,000.00	30,000.00
01/03/2025	Invoice	265	Mountain View Fire Protection District	FY2025 Repairs and Replacement (Capital Expense)	5,000.00	35,000.00
01/05/2025	Journal Entry	185		LFD FY 2025 Admin Fee	5,000.00	40,000.00
01/05/2025	Journal Entry	185		BFD FY 2025 Admin Fee	5,000.00	45,000.00
01/05/2025	Journal Entry	185		GFD FY 2025 Admin Fee	5,000.00	50,000.00
01/05/2025	Journal Entry	185		LFRA FY 2025 Admin Fee	5,000.00	55,000.00
01/05/2025	Journal Entry	185		Louisville FY 2025 Admin Fee	5,000.00	60,000.00
Total for 4010 Revenue					\$60,000.00	
Total for Income					\$60,000.00	
Expenses						
6140 Software						
01/07/2025	Check		bill.com	Bill.com	92.25	92.25
01/09/2025	Check		Intuit.com	QuickBooks Online	99.00	191.25
01/30/2025	Expense	7123	SEMBLY AI	Subscription	15.00	206.25
Total for 6140 Software					\$206.25	
6150 Web Service						
01/19/2025	Bill	003-005110_01.25	Loveland Pulse	Internet Service 1/19-2/18	269.90	269.90
Total for 6150 Web Service					\$269.90	
6170 Professional Development Expenses						
01/14/2025	Expense	8074	Silver Mine Subs	Food- AAL Refreshments	672.51	672.51
01/15/2025	Expense	8074	King Soopers	Food- AAL Refreshments	174.11	846.62
Total for 6170 Professional Development Expenses					\$846.62	

Front Range Fire Consortium

Profit and Loss Detail

January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	AMOUNT	BALANCE
7020 Audit/Finance						
01/01/2025	Bill	90995	The James Vincent Group	FINANCE DIRECTOR SERVICES	1,500.00	1,500.00
Total for 7020 Audit/Finance					\$1,500.00	
7060 Books						
01/23/2025	Expense	8074	Fire Protection Publisher	IFSTA Recruit Books	3,247.00	3,247.00
Total for 7060 Books					\$3,247.00	
Total for Expenses					\$6,069.77	
Net Income					\$53,930.23	

Front Range Fire Consortium

Year to Date Disbursements

January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	DEBIT	CREDIT
Bank of Colorado						
Beginning Balance						
01/02/2025	Deposit		Boulder Rural Fire Rescue		\$2,850.00	
01/07/2025	Check		bill.com			\$92.25
01/09/2025	Check		Intuit.com			\$99.00
01/10/2025	Journal Entry	181		BILL 01/10/25 Payables Funding		\$4,021.33
01/13/2025	Deposit		Windsor Severance Fire Rescue		\$5,000.00	
01/24/2025	Journal Entry	182		BILL 01/24/25 Payables Funding		\$269.90
01/24/2025	Bill Payment (Check)		Bank_of_Colorado	# 6484_01.25		\$2,694.86
01/24/2025	Deposit				\$30,008.00	
Total for Bank of Colorado					\$37,858.00	\$7,177.34
TOTAL					\$37,858.00	\$7,177.34

January 2025 Training Fund Balance

	BFD	BFRD	FRFR	GFD	LFD	LFRA	MVFR	PVFD	WSFR	Lafayette	Berthoud	Louisville	Total
Beginning Training Fund Balance	\$ 115,692	\$(11,826)	\$ 2,706	\$ 89,246	\$ 36,853	\$ 19,578	\$(119,758)	\$ 2,286	\$ 16,877	\$ 17,015	\$ (3,253)	\$ 15,488	\$ 123,864
New Member Dues	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Fund Replenishments													
Paid		2,850	#####				5,000	7,714	5,000	5,000			37,858
Outstanding - Open AR		23,976					129,758	5,000			18,253		176,987
Reduction for Administrative Fee	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	-
Administrative Costs													
Major Equipment													
Academy													
Spring													
Recruits (per Recruit)													
Leased Resource Credits													
Fall													
Recruits (per Recruit)													
Leased Resource Credits													
Professional Development													
All American Leadership													
Total Attendees													
AAL Other Costs paid for by FRFC													
Ending Training Fund Balance	\$ 110,692	\$ 10,000	\$ 10,000	\$ 84,246	\$ 31,853	\$ 14,578	\$ 10,000	\$ 10,000	\$ 16,877	\$ 17,015	\$ 10,000	\$ 10,488	\$ 338,709

Job Title: Director of Fire Training Consortium

Location: [City, State]

Position Type: Full-Time

Reports To: Board of Directors

Job Summary: The Director of the Fire Training Consortium is responsible for overseeing the development, implementation, and management of comprehensive fire training programs. This role requires strategic leadership, operational management, and collaboration with various stakeholders to ensure the highest standards of fire safety and training are met.

Key Responsibilities:

1. Leadership and Management:

- Provide visionary leadership and strategic direction for the consortium.
- Manage and supervise a team of training coordinators, instructors, and administrative staff.
- Develop and implement policies, procedures, and standards for training programs.
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2. Program Development:

- Design and oversee the creation of innovative and effective fire training programs.
- Ensure training programs meet local, state, and federal regulations and standards.
- Evaluate and update training curricula to reflect the latest industry practices and technologies.
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3. Stakeholder Engagement:

- Collaborate with fire departments, emergency services, and other relevant organizations.
- Foster partnerships with educational institutions, government agencies, and community groups.
- Represent the consortium at conferences, meetings, and public events.
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4. Budget and Resource Management:

- Develop and manage the consortium's budget, ensuring financial sustainability.
- Secure funding through grants, sponsorships, and other revenue sources.

- Oversee the procurement and maintenance of training equipment and facilities.
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- 5. **Quality Assurance:**
 - Monitor and evaluate the effectiveness of training programs.
 - Implement continuous improvement processes based on feedback and performance metrics.
 - Ensure compliance with accreditation and certification requirements.
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- 6. **Fire Recruit Academies Management:**
 - Oversee the planning, organization, and execution of fire recruit academies.
 - Develop and implement training schedules, curricula, and assessment methods for recruits.
 - Ensure recruits receive comprehensive training in fire suppression, emergency medical services, hazardous materials, and other essential skills.
 - Coordinate with fire departments to facilitate recruit placements and ensure alignment with departmental needs.
 - Monitor recruit progress and provide mentorship and support to ensure successful completion of the academy.

Qualifications:

- Bachelor's degree in Fire Science, Emergency Management, Public Administration, or a related field (Master's degree preferred).
- Minimum of 10 years of experience in fire service, including at least 5 years in a leadership or training role.
- Strong knowledge of fire safety regulations, training methodologies, and emergency response protocols.
- Excellent communication, organizational, and interpersonal skills.
- Proven ability to manage budgets, resources, and personnel effectively.
- Certification as a IFSAC or PRO Board Fire Instructor III preferred.

Working Conditions:

- This position may require occasional travel and the ability to work flexible hours, including evenings and weekends.
- The Director will work in both office and field environments, with exposure to various weather conditions and potentially hazardous situations during training exercises.

Application Process: Interested candidates should submit a resume, cover letter, and references to [email address] by [application deadline].