

AGENDA
THE NEW LEGAL, INSURANCE, ADMINISTRATION AND PENSION ISSUES AFFECTING
COMBINATION AND VOLUNTEER FIRE DEPARTMENTS

October 28
Marriott Pueblo
110 West 1st Street
Pueblo, CO 81003

October 30
Cambria Suites
2921 E. Harmony Road
Fort Collins, CO 80528

SPEAKERS:

[MICHELLE B. FERGUSON](#)

[DINO A. ROSS](#)

[KAMMY TINNEY](#)

8:30 a.m. – 8:45 a.m. -- *Continental Breakfast will be served --*

I. Introduction – The Changing Face of Emergency Services and Volunteerism

-- *Kammy Tinney, Dino Ross, Michelle Ferguson and Jeff Cunningham*

- A. Modern Volunteerism
- B. Changing Community Expectations
- C. The Challenges of Legal Compliance and Risk Management
- D. Effectively Managing Change

8:45 a.m. – 9:45 a.m.

II. Structuring Combination & Volunteer Departments & Programs to Achieve Your Goals

-- *Dino Ross & Michelle Ferguson*

- A. Organizational Options and Legal Consequences
- B. The Fair Labor Standards Act (FLSA)
- C. The Colorado Volunteer Firefighters Pension Fund
- D. The Internal Revenue Service Code and Regulations

9:45 a.m. – 10:45 a.m.

III. Structuring Administrative & Support Services To Meet Your Needs

-- *Kammy Tinney*

- A. Getting the Expertise You Need
- B. When Outside Management Services Make Sense

10:45 a.m. – 11:00 a.m.

Break

11:00 a.m. – 12:00 p.m.

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IV. Risk Management

-- *Jeff Cunningham*

- A. Facilities and Equipment
- B. Firefighter's Safety

12:00 p.m. – 1:00 p.m.

Lunch (will be provided)

1:00 p.m. – 2:00 p.m.

V. Funding

-- *Dino Ross & Michelle Ferguson*

- A. Fees and Charges – The Do's and the Don'ts
- B. Mill Levy Increases
- C. Certificates of Participation
- D. Lease-Purchases
- E. Bonds
- F. How to Make New Development Pay for Itself

2:00 p.m. – 3:00 p.m.

VI. Statutory Compliance

-- *Kammy Tinney*

- A. The Rules Are Always Changing
- B. How To Stay On Top of It

3:00 p.m. – 3:15 p.m.

Break

3:15 p.m. – 4:15 p.m.

VII. Recruitment and Retention - Critical need for Emergency Service Organizations

-- *Jeff Cunningham*

- A. Offering More than a Pension

4:15 p.m. – 4:30 p.m.

VIII. Question and Answer Period

- *Kammy Tinney, Dino Ross, Michelle Ferguson and Jeff Cunningham*