

12th Annual Membership Meeting

October 20, 2026

4:30 p.m. MDT



COLORADO FIREFIGHTER
HEART, CANCER & BEHAVIORAL HEALTH
BENEFITS TRUST



**Presentation
Can Be Found Here**



Call to Order



Trust Committee of the Colorado Firefighter Trust

SUE STEWARD

Trust Chair
HR, Arvada Fire Protection District

KEVIN REICHENBACH

Trust Vice Chair
Colorado Professional Fire Fighters

DAVID VITWAR

Trust Secretary
Colorado Division of Fire Prevention and Control

MICHAEL CALDERAZZO

Trustee
Chief, Boulder Fire Rescue

AMY COLLINS

Trustee
North Metro Fire Rescue District

JEREMY METZ

Trustee
West Metro Fire Rescue District

DEVRON MCMILLIN-MORRISON

Trustee
Director, City and County of Denver

JAY NELSON

Trustee
CEO & Fire Marshal, Red, White, and Blue Fire District

OPEN POSITION

Trustee
Municipality under 30,000 population



Trust Administration and Partners

JOE DEPAEPE

Trust Administrator

JUAN LACAYO

Client Services and Billing

BOBBY (BO) RILEY

General Counsel for Colorado
Firefighter Trust

PAULA LOWDER

Claims Advocacy Manager &
Recording Secretary

KYLE BROWN

Senior Risk Control
Consultant

ALLISON SLIFE

Auditor, CliftonLarsonAllen, LLC

JENNIFFER J. ALVARADO

Trust Administration

BRENNAN MENDUS

Risk Control Consultant

ED JOHNSON

Actuary, McGriff Insurance Services, LLC

LEI SHI

Strategic Risk Programs Advisor

HUNTER FREEMAN

Risk Control Consultant

Opening Statement



SUE STEWARD

Trust Chair

HR, Arvada Fire Protection District

Official Business



- ✓ Confirmation of Quorum
- ✓ Motion to Approve 2025 Annual Membership Meeting Minutes
- ✓ Motion to Approve Trust Committee Conflict of Interest Policy

Financial Statement

ALLISON SLIFE

Auditor

CliftonLarsonAllen, LLC

✓ Questions?

✓ Motion to Approve Financial Statement

Report from Administrator

JOE DEPAEPE

Trust Administrator

As of August 31, 2026 (2 months)

Heart Program

- \$201K - Current year contributions - 9% increase
- \$47K - Current year claims - 8% decrease
- \$76K - Current year expenses - 159% increase
- \$27K - Current year investment Income - 78% increase
- \$79K - Retained earnings - 23% decrease
- \$3.8M - All years retained since 2015

Heart Claims History

As of 8/31/2026

Coverage Term	Total Incurred	Claim Count	Enrolled FF
2015 (first 6 mo)	\$4,087	3	2,837
2015-2016	\$81,549	12	2,801
2016-2017	\$31,931	4	2,884
2017-2018	\$130,002	12	3,155
2018-2019	\$68,768	6	3,240
2019-2020	\$136,179	11	3,313
2020-2021	\$257,745	16	3,535
2021-2022	\$225,187	17	3,717
2022-2023	\$161,495	25	3,964
2023-2024	\$179,655	23	4,563
2024-2025	\$813,294	26	5,302
2025-2026	\$186,320	15	5,889
2026-2027	\$29,579	2	6,270

YTD Financial Report As of August 31 (2 out of 12 months)

Cancer Program

- \$416K - Current year contributions - 7% increase
- \$170K - Current year losses - 10% decrease
- \$47K - Current year expenses - 16% decrease
- \$225K - Retained earnings YTD - 29% increase
- \$3.3M - All years retained since 2017

Cancer Claims History

As of August 31, 2026

Cancer Type	Claim Count	Incurred
Brain	5	\$402,419
Breast	2	\$73,279
Digestive	20	\$1,843,535
Genitourinary	65	\$2,722,656
Hematological	26	\$1,058,971
Lung	1	\$11,372
Not Covered/TBD	17	\$51,055
Skin	220	\$881,085
Thyroid	15	\$117,672

YTD Financial Report As of August 31 (2 out of 12 months)

Behavioral Health Program

- \$0 - Current year state funded contributions
- \$84K - Current year claim payments - 26% decrease
- \$4K - Current year other expenses - 89% decrease
- \$568K - All years retained earnings since 2023

Behavioral Health Claims History

As of August 31, 2026

Type	Claim Count	Paid	Incurred
Biofeedback	46	\$71,076	\$71,076
Cognitive Behavioral Therapy	16	\$31,582	\$33,582
Couples Counseling	38	\$83,566	\$83,566
Inpatient	2	\$5,232	\$5,232
Inpatient Treatment	7	\$35,510	\$35,510
Ketamine Therapy	71	\$252,673	\$254,673
Neurofeedback Therapy Of Brain	312	\$631,462	\$642,372
Prescriptions	1	\$0	\$0
Psychedelic Therapy	3	\$6,700	\$6,700
Psychiatric Counseling	32	\$101,226	\$101,226
Psychotherapy	114	\$339,943	\$343,943
PTSD	24	\$81,916	\$81,916
Relationship Counseling	27	\$88,537	\$88,537
Stress Counseling	19	\$37,307	\$37,307
Substance Abuse	9	\$47,523	\$47,523
Suicidal Tendencies	3	\$9,068	\$9,068
Talk Therapy	10	\$10,783	\$10,783
TBD	5	\$4,996	\$4,996
Therapy For Accumulative Stress	42	\$108,022	\$108,022
Trauma	18	\$22,732	\$22,732



Report from Administrator

Update to Heart and Cancer Programs

- Early Detection Grant Update
 - New projected annual allocation of \$410,000 are available in the 2026–2027 coverage period
 - To date, the Trust has allocated \$2.2M of which \$1.2M has been paid in early detection grants
 - Allocated grant will be forfeited after 3 years if not used

Report from Administrator (Continued)

Cancer & Cardiac Reimbursement—Volunteers & Part-time Firefighters

- The Firefighter Cancer Cardiac Benefit reimbursement program offered through the Department of Local Affairs (DOLA) is **now accepting applications for volunteers and part-time firefighters** who were not previously eligible.
- As a result of **HB24-1219** coverage is mandatory for full-time, part-time, and volunteer firefighters while funding lasts.
- As a result of **SB24-89** removed the option of self insuring or alternative programs.
- **First application period ended September 25, 2026 and will reopen for round two in January 2027.** Funding is limited and applications will be processed on a first-come, first-served basis.
- DOLA has confirmed that no applications will be processed until after September 25, 2026. Once review begins, DOLA will prioritize employers with part-time and volunteer firefighters before employers with full-time career firefighters.
- DOLA is to update funding available on their website. For questions, contact alacia.isom@state.co.us or chris.ockwig@state.co.us

Report from Administrator (Continued)

Update to the Behavioral Health Program

- Funding was not included in the Governor's final budget for continuation of this program, and that no additional funding will be provided by the Colorado legislature as of July 1, 2025.
- Because of the lack of funding moving forward, the Trust Committee made changes to Coverage Plan Document for the Behavioral Health Program effective as of July 1, 2025 and again November 1, 2025.
- The available coverage benefit for the Behavioral Health Program was adjusted to provide a covered individual a lifetime aggregate benefit of \$2,000 for behavioral health services/reimbursement. This coverage limit will include all past, future, and existing claims for services being sought through this program.

Final Business



- ✓ Any other business or questions from the membership
- ✓ Trust Administrative staff has a booth and can answer additional questions (and great swag)
- ✓ Retired Trust Committee Member Award Recognition
- ✓ Motion to Adjourn meeting



**Presentation
Can Be Found Here**

Thank you for attending!

Email questions to cfhtrust@mcgriff.com



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