



**FREDERICK-FIRESTONE  
FIRE PROTECTION DISTRICT  
BOARD OF DIRECTORS REGULAR  
MEETING  
8426 KOSMERL PLACE, FREDERICK  
COLORADO 80504**



**MINUTES  
March 16, 2026**

The regular meeting of the Board of Directors of the Frederick-Firestone Fire Protection District was called to order by Chairperson Maselbas at 7:00 p.m.

**ROLL CALL**

**Directors Present:**

Kathryn Maselbas, President/Chairperson  
Robert Freeman, Vice President  
Greg Houston, Treasurer  
Edward Weimer, Secretary, Virtual  
Jeff Jurgena, Assistant Secretary

**Also present:**

Jeremy A. Young, Fire Chief  
Dino Ross, Legal Counsel, Virtual  
Summer Campos, Public Relations Director  
Doug Prunk, Deputy Chief  
Greg Gilbert, Assistant Chief of Operations  
Lee Loveridge, Shift Captain  
Renee Garcia, Logistics Specialist  
FFFPD A-Shift Station Crews  
Gilbert Family Members  
Young Family Members

**APPROVAL OF AGENDA**

Treasurer Houston moved to approve the Agenda for the March 16, 2026, meeting as presented. Assistant Secretary Jurgena seconded the motion. The motion passed unanimously.

**PUBLIC COMMENT**

No Public Comment.

### **CEREMONIAL PRESENTATION – ASSISTANT CHIEF GILBERT**

Fire Chief Young began the ceremonial presentation for Assistant Chief of Operations Gilbert by having Chief Gilbert come forward for an Oath of Office and badge pinning. Assistant Chief Gilbert was promoted from Battalion Chief and has been with the Frederick-Firestone Fire Protection District since 2017.

### **ATTORNEY’S REPORT**

Attorney Ross asked if the Board had any questions regarding the March Attorney’s Report, which was included in the Board packet, and if the Board would like a summary of recent legislative activities. The Board had no questions and determined a discussion of legislative activities was not needed, as they can review the legislative tracker that Ireland Stapleton has provided.

### **EXECUTIVE SUITE AND INTERGOVERNMENTAL – FIRE CHIEF**

#### **• Fire Chief – Executive Summary**

Fire Chief Young engaged in the following activities last month: This is not a comprehensive list.

- The 2026 Colorado legislature session - Fire Chief Young continues working with the Colorado State Fire Chiefs’ E-Committee on legislative updates and changes. The E-Committee has decided to discontinue efforts in 2026 for a statewide funding bill for fire service agencies. The E-Committee is also monitoring all current bill submissions and designating a support, monitor, or oppose status for each. The E-Committee continues to meet with state legislators weekly on multiple matters.
- Fire Chief Young attended the inaugural All-American Fire Leadership Symposium in Arlington, Texas, February 18 – 20. This was an invitation-only event for the symposium. The symposium was a high-impact, intimate gathering focused on culture, courage, and leadership development, uniting the nation's leading fire chiefs. After a successful year, this will be provided in the years to come. On day three of the symposium, Fire Chief Young was asked to address those in attendance, sharing the systems and processes used by the Frederick-Firestone Fire Protection District to drive a high-performance culture.
- Fire Chief Young will be traveling frequently for the next five weeks, representing the District in multiple facets through Colorado State Fire Chiefs and the International Association of Fire Chiefs. Chief Young will be attending the following conferences and meetings, including a meeting with members of Congress:
  - Center of Public Safety Excellence – March 9-13
  - Congressional Fire Service Institute – Capitol Hill, D.C., March 17-20
  - IAFC Missouri Valley Division Winter Mtg. – March 30 – April 3
  - IAFC EFO Symposium – April 7 – 12

#### **• Intergovernmental & Community Relations**

- Fire Chief Young attended and participated in board meetings, events, and conferences in February and early March. The District's internal meetings are not included in this report.

- North Area Fire Chiefs' meeting(s).
- Denver Metro Chiefs Association meeting.
- Weld County Fire Chiefs Association meeting(s).
- Weld County E-911 Authority board meeting.
- International Association of Fire Chiefs (IAFC) Missouri Valley Division (MVD).
- Colorado State Fire Chiefs' bi-weekly E- Committee meetings.
- Colorado State Fire Chiefs' weekly legislative meetings.
- Colorado State Fire Chiefs' monthly board meeting.
- IAFC Executive Fire Officer Section (EFO) monthly board meeting.
- IAFC Executive Fire Officer Budget Meeting.
- IAFC Constitution and Bylaws Committee meeting.
- Conducting an additional credential review for CPSE for a Fire Chief in New Jersey. Leadership Mentoring Sessions with three (3) acting officers, two (2) officers within the District, and two (2) external officers. For a total of eight (8) hours of leadership mentoring and coaching in February.

### **PLANNING SECTION REPORT – ASSISTANT CHIEF/FIRE MARSHAL**

- **Capital Facilities:**

- Fleet Maintenance and Training: Golden Triangle Construction (GTC) has the project actively under construction. The installation of the waterline is progressing on site; the tap and installation of the waterline in the road to the meter pit have been completed. GTC is working on roofing, window frame and glazing installation, exterior framing, and masonry veneer. Interior walls in the office and breakroom started this week. Chief Staff continues to work with Lonestar Tactical Buildings and Fire Blast on the final set of permit plans for the burn building. This has caused a delay in the overall project; however, substantial and final completion of the Fleet Maintenance Building remains on schedule.
- Fire Station 6 Design: Fire Chief Young and Assistant Chief Iacino are actively coordinating with the District's architectural firm (Allred & Associates), the Owner's Representative (Dunakilly), and the civil engineers (Lamp Rynearson), who are working on the site plan and design phase for Station 6. The team has received the second round of comments from the Town of Firestone and is actively working on responses and updates for the second submittal. Overall, the planning process is progressing well.
- Fire Station 5 utilities review follow-up: Golden Triangle Construction and Allred and Associates are still working on corrections to the items detailed in the engineer's report identified in late November 2025. GTC and its subcontractors have been actively addressing the items identified in the report.

- **Community Development:**

- The District is currently working on sixty-seven (67) commercial projects, including twenty-two (22) projects in Firestone, forty-four (44) projects in Frederick, and one (1) project in Weld County. The District will be experiencing exponential growth in commercial and industrial projects for the next couple of years.

- Residential development includes nineteen (19) residential projects with an additional 7,991 family dwelling units planned for construction within the Fire District's boundaries within the next ten years: 5,195 in the Town of Frederick and 2,796 in the Town of Firestone. Residential developments will include other commercial-zoned properties for commercial development, in coordination with residential areas. The Town of Firestone and the District have not received updates from five (5) residential developments in over two (2) years. Those developments have been moved to inactive until an update or new submittal is received.
- Current annexations include LG Everist, Varra Estates, Mead County Road 9.5, County Road 28 right of way, and 9816 County Road 7 in Frederick.
- The District is tracking fire and life safety inspection records for the District's 470 commercial buildings, 872 businesses, and 634 fire and life-safety protection systems.
- **New Permits Issued in February 2026:**
  - The District issued sixteen (16) permits in February 2026, ten (10) permits ahead of 2025.
- **Fire Investigations – 2026:**
  - No fire investigations in February 2026.
- **Fire Code Adoption – 2026:**
  - The Town of Frederick has adopted the 2024 International Codes, including the International Fire Code, which will be effective on March 1<sup>st</sup>, 2026. This adoption by the Town included updates to the International Residential Code to require Residential Fire Sprinklers in areas where a developer seeks to reduce building setbacks to less than 10 feet or to the property line below 5 feet. The Town of Frederick also adopted the 2025 Colorado Wildfire Resiliency Code.
  - Assistant Chief Iacino is working with the Town of Firestone on its adoption of the 2024 International Codes, including the International Fire Code with Fire District Amendments, and on updates to the International Residential Code to expand the use of residential fire sprinklers. They are also working to adopt the 2025 Colorado Wildfire Resiliency Code.
  - Assistant Chief Iacino is working with the Weld County Chief Building Official on adoption of the 2024 International Codes, including the International Fire Code with Fire District Amendments, and the 2025 Colorado Wildfire Resiliency Code.

#### **OPERATIONS SECTION REPORT - ASSISTANT CHIEF OF OPERATIONS**

- **2026 Project and Activities Updates:**

- Major station and program projects will start up in March/April as the 2026 budget is opened. No major project activities to report.
- Human Resource Manager Docheff, Public Relations Director Campos, and Deputy Chief Prunk attended two days of officer development courses as instructors for the State of Colorado Division of Fire Prevention and Control during the first week of February. The three instructed command and executive-level students on topics including personnel management, employee development, community risk reduction, and community resilience.
- **Station Projects, Maintenance, and Apparatus:**
  - Truck 3415 (110' Aerial) – Has been returned to the District and is undergoing post-trip inspections and a 3<sup>rd</sup> party aerial testing prior to being put back into service.
  - Tower 3417 ( 2003 - 100' Tower) – Has been listed for sale with a national fire apparatus broker.
  - Engine 3403 (E-9604) – No major updates.
  - The Fleet Division continues upfitting work on the new Battalion Chief pickup. It is waiting for vendor parts to arrive to complete the project
  - The hazmat team leadership is in the planning process of the new hazmat pickup project. They are waiting on the pick-up to arrive to begin the project.
  - Fleet staff are working on several upfitting projects in preparation for the new Assistant Chief of Operations promotion.
- **Operations Section Situation Status**
  - The District conducted a thorough and successful hiring process for the Assistant Chief of Operations. With the appointment of Battalion Chief Gilbert to the Assistant Chief position, the District will now be focusing on filling the vacant Battalion Chief position. This job posting will begin in March.
- **Training Division Update**
  - Monthly Staff Training:
    - Administration/Leadership: 159 hours
    - Company Level: 710.18 hours
    - Driver/Operator: 225 hours
    - Hazmat: 19.5 hours
    - Officer: 450.25 hours
    - Special Operations: 285 hours
    - Emergency Medical Services: 332.25 hours
  - **Monthly Training Overview:**
    - One member obtained State Fire Officer-II certification.
    - Multiple members completed National Registry EMT renewals.

- All members completed training on Mayday, firefighter rescue, and self-rescue techniques.
- All members completed the SCBA confidence maze.
- A-shift completed hands-on Ice Rescue refresher training.
- All crews completed monthly EMS training with Dr. Cheek on Burn Patients.
- One paramedic from each shift completed the OneScope video laryngoscope train-the-trainer course.
- All crews completed the Check-it Controlled Substance tracking roll-out training.
- Eleven members attended a two-day Tactical Emergency Casualty Care course (FFFD Hosted).
- Two members attended a Hazmat conference in Florida.
- Two members completed a Fire Instructor-I course.
- Special Operations team members attended quarterly training on collapse rescue.
- Multiple Aims EMT students completed ride-alongs. One student is completing a 120-hour internship at Station 1.
- Two Aims Paramedic students are completing their field instruction program at Station 3.

#### **FINANCE SECTION REPORT – FINANCE DIRECTOR**

- **District Banking (February 2026):**

- Checking Augmentation – from CT 8003 to FIB Checking - \$250,000 - (2-3-2026)
- Checking Augmentation – from CT 8003 to FIB Checking - \$250,000 - (2-10-2026)
- Capital Facilities (CT 8001) – Payment # 5 – GTC - \$454,460 – Training & Maintenance Facility - (2-19-2026)
- Checking Augmentation – from CT 8003 to FIB Checking - \$500,000 – (2-20-2026)
- Checking Augmentation – from CT 8003 to FIB Checking - \$500,000 – (2-26-2026)

- **District Reserve Accounts (March 3, 2026):**

- Capital Facilities - \$5,239,411
- Capital Equipment - \$2,772,400
- Unassigned Reserves - \$1,428,217
- Operating Contingency - \$4,574,508
- GO Loan Series 2022 (Station 6) - \$10,419,554
- Impact Fees - \$2,092,068
- ***Total Reserves: \$26,526,159***

- **2026 – YTD Budget Summary:**

- The February 2026 County distribution statements were received on 3/10/2026 and are included in the summary below. The total tax received in the February 2026 County distribution was \$3,658,555.

*Executive summary - budget vs. actual - YTD, General Fund.  
 From January 1, 2026, through March 4, 2026.*

Category	Budgeted	Received YTD	Remaining Budgeted	Percent received
<b>Revenues — TOTAL</b>	\$21,943,417	\$5,077,974	\$16,865,449	23.2%

Category	Budgeted	YTD	Remaining Budgeted	Percent Expended & Committed
<b>Expenditures — TOTAL</b>	\$32,487,138	\$4,756,313	\$27,730,825	14.6%

- **Fiscal Year Expired: 17.26%**
- **Development Impact Fees:**
  - Fees received in February 2026: \$70,220
- **EMS Billing and Collections Summary:**

**Activity Summary - Financial Transactions by Billing Period**

Month	Gross charges	Contractual allowances	Net charges	Adjust	Payments	Write offs	Refunds	Balance
Feb.26	203,962.00	69,602.53	134,359.47	1,215.60	60,935.19	715.00	N/A	71,493.68

**Disposition Destination Hospital**

Disposition destination hospital	Runs	Percent	Month
Refusals / Call offs	33	25%	Feb-26
Good Samaritan Hospital	4	3.03%	Feb-26
Longmont United Hospital	4	3.03%	Feb-26
Longs Peak Hospital	76	57.58%	Feb-26
St Anthony North Health Campus	7	5.3%	Feb-26
Children's Hospital North Campus	5	3.79%	Feb-26
Boulder Community Hospital	1	0.76%	Feb-26
Children's Hospital	1	0.76%	Feb-26

Disposition destination hospital	Runs	Percent	Month
St. Joseph's Hospital	1	0.76%	Feb-26

**Total EMS calls:** 132  
**Billable runs:** 99

• **Miscellaneous Financial Information**

Wildfire Deployment Information is displayed below, showing the 2024 and 2025 wildfires in which the District participated. The “Remaining Amount” column shows the amounts still owed to the District. This information is essential as it significantly offsets the District’s overtime expenditure. Receipts in February 2026 are bolded below.

- Wildfire Deployment and Recompense Matrix

As of 3-73-2026

Fire	Year	State	Initial amount	Received	Remaining amount
Task Force 1	2024	NC	20,000	1,8,361	1,639
Task Force 1	2025	TX	37,825	28,369	9,456
Himalaya Road Fire	2025	AK	28,649	28,649	-
Lee Fire	2025	CO	20,758	20,758	-
Elk Fire – Merrie	2025	CO	7,023	7,023	-
O’Brien Fire	2025	AK	2,942	2,942	-
Aggie Creek Fire	2025	AK	13,460	13,460	-
Turner Gulch Fire	2025	CO	32,838	-	32,838
PNF ONC Support	2025	CA	131,288	131,016	-
2025 ONC Staging 2	2025	CA	7,904	-	7,904
Garnet	2025	CA	25,870	25,870	-
L-2 Cub Fire	2025	CA	76,781	-	76,781
<b>Total:</b>			<b>\$405,336</b>	<b>\$276,448</b>	<b>\$128,619</b>

**PUBLIC RELATIONS REPORT – PR DIRECTOR**

• **Data Analysis:**

- February Emergency Call Metrics – (Includes Mutual/Auto Aid):
  - Average Turnout Time: 1:19
  - Average Enroute to Arrival: 4:13
  - Average Response Time (Dispatch to 1<sup>st</sup> Unit On-Scene): 5:35

**Total of ALL Calls for Service: 218**

- February Calls for Service

<b>CALL TYPE</b>	<b>COUNT</b>	<b>PERCENT</b>
MEDICAL	126	58%
PUBLIC SERVICE	31	14%
NO EMERGENCY	44	20%
RESCUE	2	1%
HAZMAT	9	4%
FIRE	6	3%

- February Calls Incidents by Station Zone

<b>Station</b>	<b>Incidents</b>
Station 5	28
Station 4	30
Station 3	70
Station 1	71
Platteville-Gilcrest Fire Protection District	3
Mountain View Fire Protection District	16

- **Accreditation Call Metrics/Gap Analysis:**

- Effective January 1, 2026, all emergency calls are being reported and categorized through the National Emergency Response Information System (NERIS). Public Relations (PR) Director Campos, in coordination with the Accreditation Team, is evaluating NERIS data-reporting capabilities to ensure alignment with accreditation requirements. The team is also validating the format and application of the District's Critical Task Analysis within this system. Once finalized and adopted, an update will be provided.
- PR Director Campos and Training Chief Joseph continue to collaborate with ImageTrend to access available NERIS data through the RMS report writer. While the Fire Report component for crew data entry is functioning well, refinement of the report writer capabilities is ongoing.

- **Accreditation Updates – Center of Public Safety Excellence (CPSE):**

- PR Director Campos continues to work with District Program Managers on annual program appraisals for the Commission on Fire Accreditation International (CFAI) Annual Compliance Report.

- **Public Relations / Marketing / Outreach**

- Digital Media Specialist McKenzie completed his initial drone training and received his initial drone pilot license.
- PR Director Campos and Fire and Life Safety Educator (FLSE) Story confirmed the spring Community Safety Day at Home Depot on April 18, 2026.
- PR Director Campos and FLSE Story taught the District's Spring Babysitting Classes. **12** students attended and completed the course.
- PR Director Campos and Deputy Chief Prunk attended the St. Vrain Valley Education Foundation Gala.
- Finalized Annual Report for 2025.

## **HUMAN RESOURCES REPORT – HR MANAGER**

Human Resources (HR) Manager Docheff engaged in the following activities:

- The District extended a formal offer to Battalion Chief Gilbert for the promoted position of Assistant Chief of Operations. Chief Gilbert joined the organization in 2017 and brings more than 20 years of leadership experience in the fire service, along with a strong background in both strategic and operational leadership.

Chief Gilbert will help lead operational initiatives and support the continued delivery of high-quality service to the community. Chief Gilbert will officially assume his new responsibilities on March 14, 2026.

- Chris Weniger, the District's newly appointed chaplain. He is a pastor with Rocky Mountain Presbyterian Church. He completed a full day of onboarding meetings with members of the District's administrative staff. During these sessions, Pastor Weniger received key information about the District's structure, mission, and operations, helping him gain a deeper understanding of the organization and how best to support and serve its members in his new role.
- The District has submitted two applications for death benefits on behalf of the family of Kristen Hayes. Applications were filed with the Colorado First Responder Death Benefit Program and the Public Safety Officers' Benefits Program (PSOB). These submissions are intended to ensure that all eligible federal and state benefits available to the family are pursued. District staff will continue to monitor the status of both applications and provide updates to the Board as additional information or determinations are received.

### **CARBON VALLEY EMA – EMERGENCY MANAGEMENT DIRECTOR**

Carbon Valley Emergency Management Director (EMD) Garner engaged in the following activities:

- Met with Weld County municipal emergency managers to strengthen intergovernmental coordination and clarify questions regarding current and future alert and warning tools and capabilities. The municipal group will consolidate key considerations for discussion at the March Weld County emergency managers meeting.
- Attended the Colorado Emergency Management Conference in Loveland (February 10–12) and delivered two presentations: a breakout session on Adaptive Leadership in Emergency Management, and a 7-minute TED-style talk exploring the qualities emergency managers share with mythical creatures and how those narrative archetypes reflect the profession's real-world role.
- Convened the CVEMA Advisory Board meeting, the first attended by Deputy Chief Prunk and Dacono PD Interim Chief Jad Lanigan. Reviewed CVEMA program foundations and current activities; Requested input on the 2026 Emergency Operations Center exercise strategy as to whether to pursue an active threat tabletop exercise that may require prerequisite training; Concluded with a review of the 2026 CVEMA Work Plan and alignment of priorities.
- Completed local adoption of the Weld County Hazard Mitigation Plan with formal presentations to the Town of Firestone (2/18) and Town of Frederick (3/4) Boards of Trustees. Updated associated community profiles, mitigation actions, and Hazard Mitigation Plan summary in the mitigation section of the Comprehensive Emergency Management Plan, ensuring both Dropbox files and hardcopy plan notebooks reflect current content.
- Completed planning and coordination for the March Continuity of Operations (COOP) Leadership Kickoff meeting, in partnership with Preparedness Partners, LLC, establishing agenda, objectives, and facilitation structure to formally launch the COOP planning initiative across participating agencies.
- Coordinated with Firestone PD to schedule a meeting with Blue Heart, a community group supporting individuals with disabilities and access and functional needs. The group has expressed

interest in providing training for first responders, aligning with ongoing joint CVEMA and District efforts to strengthen inclusive response capabilities. This partnership presents an opportunity to incorporate life experience into training and preparedness efforts, advancing the standard of planning with the community rather than for the community.

- Submitted an article for the District newsletter promoting participation in the upcoming Community Disaster Recovery exercise, emphasizing the importance of normalizing expectations, identifying likely consequences, and clarifying community needs in a post-disaster environment to strengthen local recovery capacity.
- The Carbon Valley Community Fund continued planning for the upcoming fundraising campaign, refining campaign ideas, contribution levels, messaging framework, and anticipated launch timing.
- Finalized the CVEMA Program Charter, formally documenting the program's structure, scope of services, governance alignment, and operational priorities as the agency continues to transition from building to stabilization.

#### **LOCAL 4123 EXECUTIVE BOARD – LOCAL PRESIDENT**

Local 4123 had no new activities or report for March 2026.

#### **DISCUSSION ITEMS – FIRE CHIEF**

- 2021-2026 Strategic Plan Review – Leader's Intent – Chief Young informed the Board that the current Strategic Plan for 2021-2026 is 94 percent completed, and all goals and objectives should be completed by the end of 2026. The Center for Public Safety Excellence (CPSE) will be assisting the District with its next community-focused strategic plan in April 2026. The next strategic plan will be for 2027-2032.
- 2025 Annual Report Publication – The 2025 Annual Report is complete.
- Mission, Vision, and Values Survey #1 results – As part of the strategic planning process, staff will be reviewing its mission, vision, and values. The District sent out a survey, and the results were provided to the Board. A second survey followed up on some items for clarity purposes.
- Administration parking lot addition update.
- Station 6 design and future construction progress report.

#### **NEW BUSINESS ACTION ITEMS – FIRE CHIEF**

None.

#### **CONSENT AGENDA**

The following Consent Agenda was presented:

- Approval of February 9, 2026, regular Board meeting minutes.
- Confirmation of the continuity of the Financial Reports from February 5, 2026, to March 4, 2026.

- Accept and approve all payables, financial reports, fund receipts and transfers, Colo-Trust statements, and payroll registers as presented within the monthly financial binder.

Assistant Secretary Jurgena moved to accept and approve all items under the Consent Agenda. Motion seconded by Vice President Freeman. The motion passed unanimously.

**OLD BUSINESS**

None.

**NEW BUSINESS**

None.

**ADJOURNMENT**

Treasurer Houston moved to adjourn the meeting, as there was no other business before the Board. Vice President Freeman seconded the motion, which passed unanimously. The meeting was adjourned at 7:35 p.m.

  
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Edward Weimer, Secretary