



**FREDERICK-FIRESTONE
FIRE PROTECTION DISTRICT**

**BOARD OF DIRECTORS
SPECIAL MEETING
8426 KOSMERL PLACE, FREDERICK,
COLORADO 80504**



**MINUTES
August 20, 2026**

The special meeting of the Board of Directors of the Frederick-Firestone Fire Protection District was called to order by Chairperson Maselbas at 6:00 p.m.

ROLL CALL

Directors Present:

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

Also present:

Jeremy A. Young, Fire Chief
Summer Campos, Public Relations Director
Doug Prunk, Deputy Chief
Mike Cummins, Finance Director
Greg Gilbert, Assistant Chief of Operations
Steve Iacino, Assistant Chief/Fire Marshal
Kara Docheff, Human Resources Manager

APPROVAL OF AGENDA

Treasurer Houston moved to approve the Special Meeting Agenda for the August 20, 2026, meeting, with the addition of the First Responder Drone Program under Item H. Secretary Weimer seconded the motion. The motion passed unanimously.

FIRE CHIEF AND STAFF REPORTS:

- **Strategic Planning Update**

- - **Strategic Plan 2021–2026:** Chief Young reported to the Board of Directors that the District's current strategic plan is nearing completion. Chief Young recognized the District's program managers for their work in advancing the plan's goals. The Board will receive a final update on the status of all seven goals later in the year.

- **Strategic Plan 2027–2032:** Chief Young reported that the new strategic plan has been completed and will be presented to the Board for final approval in December. The plan includes several new goals, as well as goals that continue and expand upon objectives completed under the previous strategic plan. Chief Young noted that minor revisions were also made to the District's mission, vision, and values statements. Shift meetings have been scheduled for September to provide all District employees with an overview of the new strategic plan and to gauge interest in participating on goal committees.

- **Station 6 Bid Process**

- Fire Chief Young walked the Board through the current timeline for getting contractor bids for the Station 6 project. Interviews are occurring in the week of August 24, 2026, and final recommendations will be presented to the Board at the September 14, 2026, regular Board meeting.
- After speaking with the District's owner's representative, Dunakilly, Chief Young reported to the Board that the final cost to construct Station 6 may come in lower than anticipated and budgeted. However, the District will maintain a contingency to account for any unforeseen costs.
- The Groundbreaking Ceremony for Station 6 is tentatively scheduled for October 1, 2026. More details will come once the date is confirmed. Chief Young hopes that, if all goes as planned, construction mobilization will occur on October 5, 2026.

- **Master Financial Analysis**

- Chief Young provided the Board with an overview of projected capital costs, including facilities, fleet, and equipment needs, based on a 12-year outlook. Projections such as this assist the District in future planning and buildout.
- As the District builds out to continue to provide services to the Towns of Frederick and Firestone, it is always looking at Urban Renewal Authorities (URA) and whether they can assist with land donations.
- Finance Director Cummins completed a sales tax audit. Although sales tax revenues have been lower than initially anticipated, Chief Young reported that current projections indicate the District should remain under the amount authorized by the ballot measure in 2025.

- **Capital Improvement Plan**

- Chief Staff provided an update on the new engine and new ambulance for 2027. The new engine for Station 6 should arrive in November/December 2027.
- A brief review of the Capital Improvement Plan was provided. This includes a potential rebuilding of Station 1 either in its current location or in a new location identified through call data and emergency response needs. It also includes remodels of Station 3 and Station 4, which are still pending. The remodels will help improve firefighter health and safety.

- Chief Young reviewed the Station 3 remodel timeline with the Board, which shows that the remodel design phase will begin sometime in late 2027 and throughout 2028.

- **2027 Budget**

- Fire Chief Young discussed future property tax reform concerns and how it could impact the District.
- Chief Staff also discussed concerns regarding sales tax and potential legislation that could impact sales tax revenues. With several factors still evolving, Chief Young will keep the Board apprised of developments and any potential impacts to the District.
- Finance Director Cummins provided the Board with an assessed valuation and sales tax forecast. So far, the sales tax is trending well for 2026 projections.
- The District has plans to hire five (5) firefighters and three (3) single-role paramedics in 2027 to help with staffing as the District prepares for Station 6 to open and begin running calls.
- Fire Chief Young reviewed the staff salary proposal for 2027. This will include a longevity stipend for employees who have hit the top of their salary. This will also help the District continue providing benefits to long-term employees.
- Benefits were reviewed, and the District expects a 10% increase in health insurance benefits and a 4.2% increase in death and disability. This 4.2% will be shared between the District and the employee. All other benefits should change minimally.
- Chief Staff reported that discussions have been ongoing with the Local 4123 Executive Board regarding potential future labor relations. Although a Collective Bargaining Agreement (CBA) is likely several years away, the growth in Local 4123 membership may eventually necessitate a CBA.
- Chief Young briefed the Board on the 2027 budget process. The draft budget will be presented on the October 12, 2026, Board Meeting. Final approval will be in December.

- **Election Cycle**

- Chief Young notified the Board that three current Board seats will be up for election in May 2027. Self-nomination forms will be available in January. Depending on the number of nominations received, an election may be necessary. The District is also considering potential changes to Board term limits, if approved by the voters, including allowing a third term. Discussion also included on asking the voters to wave the annual 5.25% (10.5% biennially) cap on property tax revenue growth.

- **Member Physical and Mental Wellness**

- Chief Young discussed the potential of a wellness center for District employees that would be utilized off duty. A committee has been formed, and employee survey feedback is overwhelmingly positive.

- The District has been selected to participate in a study examining first responder start times and their impact on sleep patterns. The study will collect 30 days of data under the current schedule before shifting employees to a later start time on October 10, 2026. The data will help inform a potential start time change in 2027, with current research indicating potential health benefits associated with later start times for first responders.

- **Closet Unit Dispatching**

- Chief Staff provided the Board with an update on closest-unit dispatching. The Regional Operations Committee (ROC) will place first-unit dispatching on hold. Existing intergovernmental agreements (IGAs) with Mountain View Fire Protection District may allow the District to work with them on closest-unit dispatching. Weld County Regional Communications recently recommended this option, and it is being explored as an alternative.
- Chief Staff reported that discussions and collaboration are underway between the District and the Frederick and Firestone Police Departments regarding a shared first responder drone (FRD) program. The program would support public safety and emergency response efforts across all three departments, strengthening the area.

- **Fire Chief Young – Annual Performance Review**

- Chief Young reminded the Board that his employee contract is up for renewal in 2027.

ADJOURNMENT

Secretary Weimer moved to adjourn the meeting with no other business before the Board. Assistant Secretary Jurgena seconded the motion, which passed unanimously. The meeting was adjourned at 8:23 p.m.



Edward Weimer, Secretary