FREDERICK-FIRESTONE
FIRE PROTECTION DISTRICT

BOARD OF DIRECTORS REGULAR MEETING
8426 KOSMERL PLACE, FREDERICK
COLORADO 80504

MINUTES
October 12, 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
Jeff Jurgena, Assistant Secretary

Also present:
Jeremy Young, Fire Chief, Virtual
Dino Ross, Legal Counsel
Summer Campos, Public Relations Director
Mike Cummins, Finance Director
Shea Black, IT Specialist

APPROVAL OF AGENDA

Vice President Freeman moved to approve the October 12, 2026, Board of Directors meeting agenda as presented. Secretary Weimer seconded the motion. The motion passed unanimously.

PUBLIC COMMENT

No Public Comment.

ATTORNEY'S REPORT

Attorney Dino Ross presented the October Attorney's Report, which was included in the Board packet. Attorney Ross assisted Fire Chief Young with finalizing the construction contracts with Saunders

Construction for Station 6. Attorney Ross assisted with finalizing a contract with Axon to provide the District with a drone and supporting equipment services; a limited license agreement with First Gear Driving Academy to conduct skid and defensive driving training at the District's Training Center; and a form for outside agencies to use the pump test station at the District's Training Center. Attorney Ferguson assisted the District's Board of Directors with the 2026 annual performance evaluation for Fire Chief Young. Attorney Woodward assisted Chief Staff in confirming that no Surface Use Agreements would affect the District's remodeling of Station 3. Attorney Powell provided the District with information about several ballot initiatives that could impact the District if passed.

The Board had no questions.

EXECUTIVE SUITE AND INTERGOVERNMENTAL – FIRE CHIEF

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

- President Maselbas, Fire Chief Young, Deputy Chief Prunk, and Public Relations Director Campos attended the Special District Association annual conference in Keystone, September 15-18. The team attended strong keynote sessions and multiple breakout sessions on leadership, special district operations, resilience, cybersecurity, ADA compliance, and district communication. As always, the team built great connections.

- The draft 2027 Member Handbook has been handed over to legal counsel for review. Once legal counsel has reviewed it and incorporated all new employment law additions, the Board will receive a draft copy for review, and staff will request approval at the December Board meeting.

- Fire Chief Young and staff attended the State of the Region hosted by the Carbon Valley Chamber of Commerce last month. The Towns of Frederick and Firestone, the City of Dacono, the Fire District, and Weld County all provided updates on their current objectives and the community's outlook from their different vantage points. Fire Chief Young presented to the group, discussing long-term planning and how growth directly affects the District's operations.

- Fire Chief Young met with all three shifts in September to introduce the 2027 – 2031 Strategic Plan. Insight was provided into the process, revisiting the District's mission, vision, and values and their importance in everything the District's personnel do. Other areas covered included the upcoming recruit academy, staffing, 2027 shift realignments, and 2027 salary and benefits proposals.

- Fire Chief Young conducted Lieutenant Candidate Interviews with four qualified individuals in September. Fire Chief Young is happy to announce the upcoming promotions of Engineer Wood and Paramedic/Firefighter Walter to Lieutenant in October 2026.

- Fire Chief Young has conducted five mentoring sessions since the September Board meeting. Three of these meetings were with District personnel, and two were with outside agencies.

- Fire Chief Young continues to work closely with Colorado State Fire Chiefs and Meridian Public Affairs for the upcoming legislative session and new administration after the November elections. Many stakeholder groups have a long list of objectives, and Colorado State Fire Chiefs continue to be asked to support initiatives across Colorado. Numerous other Fire Chiefs have nominated Fire

Chief Young for President of Colorado State Fire Chiefs for the next two-year term, 2027-2028. The election will take place at the Fire Leadership Conference on October 20, 2026.

- Fire Chief Young participated in a large stakeholder group meeting between Colorado Professional Fire Fighters, Colorado State Fire Chiefs, Special District Association, Meridian Public Affairs, Colorado Fire Fighter Cancer Trust, Fire and Police Pension Association, and Pinnacle Workers' Compensation Carrier. The topic of the day was potential presumptive cancer legislation in 2027, strengthening the cancer trust, and how workers' compensation manages presumptive cancer versus how the cancer trust manages presumptive cancer. The stakeholder meeting was productive, with follow-up meetings to be held in late October and early November to decide on the direction of possible legislation for additional presumptive cancer coverage for firefighters.

- Fire Chief Young attended and participated in board meetings, events, and conferences in September and early October. *This report does not include the District's internal meetings.*

National
- IAFC Missouri Valley Division (MVD) monthly board meetings and workgroups.
- IAFC Executive Fire Officer (EFO) Section monthly board meeting.
- IAFC Constitution and Bylaws Committee meeting(s).
- National Fire Academy workgroup for Executive Fire and Managing Officer Programs.
- Center of Public Safety Excellence – conducted two peer interviews and application reviews for Chief Fire Officer credentialing.

State
- Colorado State Fire Chiefs weekly executive committee meetings.
- Colorado State Fire Chiefs monthly board meeting.
- Colorado State Fire Chiefs Fire Leadership Conference planning meetings, including speaker preparation calls this last month.

Regional & Local
- North Area Fire Chiefs Association meeting(s).
- Weld County Fire Chiefs Association meeting.
- Weld County E-911 Authority board meeting.
- CAD-to-CAD meetings with Weld, Adams, Larimer, and Jefferson Counties.

DEPUTY CHIEF REPORT

- Deputy Chief Prunk and Assistant Chief Gilbert continue to work with the Regional Operations Committee (ROC) on closest unit dispatching concepts. The ROC determined that 3 northern members will begin the trial phase of policy implementation in the 4th quarter of 2026, and the District will evaluate the response plans for effectiveness in January 2027.

  In 2027, the District will evaluate which response zone to convert to closest-unit dispatching, including Fort Lupton Fire Protection District and Platteville-Gilcrest Fire Protection District. The District will still exclude Mountain View Fire Protection District and will revisit that decision in 2028.

- Deputy Chief Prunk, along with Executive Staff members from the Town of Frederick Police Department, visited the City of Greeley Police Department's Real Time Information Center (RTIC) to observe their Drone as a First Responder (DFR) program. RTIC staff presented program implementation, staffing, certification development, and associated policy requirements. The District will continue to work with regional Carbon Valley partners in the development of a DFR program.
- Deputy Chief Prunk assisted as an assessor for the Emergency Management Coordinator assessment center on September 14th. At the conclusion of the process, the panel recommended Fire Chief Young approve the candidate and extend a conditional job offer. The new Coordinator will begin with the District on November 2, 2026.
- Assistant Chief Iacino and Deputy Chief Prunk have been working with Golden Triangle Construction (GTC) on warranty repairs and outstanding facility corrections at the Fleet Maintenance site.
- Deputy Chief Prunk and Assistant Chief Iacino have been working with the burn building and burn props vendors to begin the concrete and construction phase of the project. Saunders Construction mobilized on the site on October 5th for foundation work and project oversight, with the structure and burn prop training expected to be completed by the week of November 16th.
- Upon the final execution of the contract with Saunders Construction, Deputy Chief Prunk and Assistant Chief Iacino have continued work with the Station 6 design team on permits and with the construction team to be mobilized for an October 29th groundbreaking ceremony to be held at the Station 6 property at 3 pm. Formal information will be coming out soon from the Public Relations Team.
- Fire Chief Young, Deputy Chief Prunk, and Assistant Chief Iacino started working with Infusion Architects and Dunakilly on design for a Station 3 remodel.
- Engineer Cabral, Fleet Manager Fennel, and Deputy Chief Prunk completed a final inspection of the fire engine refurbishment project at the Firetrucks Unlimited facility. The District team was very impressed with the process and the outcome. After final adjustments, the truck will be scheduled for delivery the week of October 19th and will begin upfitting to enter service at Station 1 in November.
- Deputy Chief Prunk will be attending the first class of a two-year Executive Fire Officer program (EFO) at the National Fire Academy (NFA) in Emmitsburg, MA. While the course is underway, Chiefs Young, Iacino, and Gilbert will assist with any District needs

ASSISTANT CHIEF - FIRE MARSHAL REPORT

- **Community Development:**
  - The District is currently working on sixty-four (64) commercial projects, including twenty-four (24) projects in Firestone, thirty-nine (39) projects in Frederick, and one (1) project in Weld

County. The District will experience exponential growth in commercial and industrial projects over the next couple of years.

- Residential development includes twenty-one (21) residential projects with an additional ***9,032*** family dwelling units planned for construction within the District within the next ten years: 5,195 in the Town of Frederick and 3,837 in the Town of Firestone. Residential developments will include other commercial-zoned properties for commercial development, in coordination with residential areas.

- 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 468 commercial buildings, 880 businesses, and 668 fire and life-safety protection systems.

- **New Permits Issued in September 2026:**

  - The District issued nineteen (19) permits in August. Six (6) permits fewer than in September 2025.

- **Fire Investigations – September 2026:**

  - One (1) trailer fire investigation
  - One (1) residential fire investigation
  - Three (3) vehicle fire investigations

- **Fire Code Adoption:**

  - Assistant Chief Iacino is actively working with the Town of Firestone on its adoption of the 2024 International Fire Code, including the District's amendments. He is also working with the Town to adopt the 2025 Colorado Wildfire Resiliency Code. The Town of Firestone Board of Trustees will have the code adoptions on the agenda for its August meeting.

  - Assistant Chief Iacino is working with the Weld County Chief Building Official on the County's adoption of the 2024 International Fire Code, including the District's amendments, and the 2025 Colorado Wildfire Resiliency Code. The District is still waiting for approval from the Weld County Building Official for the 2024 International Fire Code.

ASSISTANT CHIEF OF OPERATIONS REPORT

- **2026 Project and Activities Updates:**

  - The Apparatus Specification Team continued working with Precision Fire Apparatus and Spartan Emergency Response on the Type I engine build. All team members attended the preconstruction meeting with representatives from Precision Fire Apparatus and Spartan

Emergency Response. Lieutenant Smolenske assumed the role of Project Lead with strategic support from Assistant Chief Gilbert.

- The Apparatus Specification Team received five bids in response to the Type III Ambulance Request for Proposals. The team submitted a recommendation to the Executive Staff, with discussion planned for the October Board meeting. Lieutenant Concialdi and Paramedic/Firefighter Walter serve as co-Project Leads, with strategic support from Assistant Chief Gilbert.

- Assistant Chief Gilbert attended the annual Northern Colorado (NoCo) Special Operations Team (SOT) budget meeting.

- Members of the Honor Guard facilitated the 25th anniversary of 9/11. The event was hosted at Rocky Mountain Christian Church and attended by members of the District, Fort Lupton Fire Protection District (FLFPD), Mountain View Fire Protection District (MVFPD), Platteville-Gilcrest Fire Protection District (PGFPD), Firestone Police Department, and the community.

- Assistant Chief Gilbert met with representatives from Lafayette Fire Department and The Ember Alliance on the 2026-27 NoCo Training Exchange (TREX). TREX is a collaboration between partner agencies to conduct prescribed fire burn projects and provide training opportunities.

- Assistant Chief Gilbert and Captain Loveridge attended the Weld County Hazardous Materials Team strategic check-in.

- Assistant Chief Gilbert met with representatives for the Southern Regional Operations Committee (ROC) agencies regarding resource allocation during resource drawdown.

- Assistant Chief Gilbert attended the CVEMA virtual EOC meeting.

- Assistant Chief Gilbert met with representatives from FLFPD and provided mentorship for their technical rescue operations program.

- Assistant Chief Gilbert held mentoring sessions with two(2) District personnel and one member from a partner agency.

- **Station Projects, Maintenance, and Apparatus:**

  - E-9604 – Report provided by Deputy Chief Prunk.

- **Operations Section Situation Status:**

  - Assistant Chief Gilbert, the on-duty Battalion Chief, and representatives of the Wildfire Division attended the weekly Colorado Division of Fire Prevention and Control Tactical call. Assistant Chief Gilbert provided the Executive Staff, Operations Staff, and Wildfire Division with a synopsis of the call. The TAC call will transition to monthly as the wildfire season winds down.

  - Annual hose testing for 2026 was completed.

  - The District assisted with covering Greeley Fire Department stations during the memorial

services for a fallen firefighter.

- Shift personnel participated in the 2026 Muscular Dystrophy Association Fill the Boot.
- Operations Staff attended the CVEMA after-action review of the active assailant trainings held in August 2026.

- **Training Division Update:**

- **Monthly Staff Training Hours**
  - Administration/Leadership: 416.25 hours
  - Company Level: 903.8 hours
  - Driver/Operator: 891 hours
  - Hazmat: 167.5 hours
  - Officer: 194.25 hours
  - Special Operations: 226 hours
  - Emergency Medical Services: 636.5 hours

- **Monthly Training Overview:**
  - All members attended Continuing Medical Education (toxicology) with the medical director, Dr. Cheek.
  - All members completed Hazmat training with the state Hazmat trailer, Driver/Operator training at their certification level, and annual hose testing.
  - All members completed in-service training with Stryker on the LifePak-35.
  - All members completed an Access and Functional Needs training with Emergency Management Director (EMD) Garner and Fire and Life Safety Educator (FLSE) Story.
  - Nine new hire members completed administration orientation and began recruit academy.
  - One member attended the State Fire Officer-II class and successfully passed the practical.
  - One member obtained Hazmat Technician certification.
  - Two members passed the state Diver/Operator-Aerial practical; one member obtained state Driver/Operator- Aerial certification.
  - Three Technical Rescue Team members began the North Area Tech Rescue Academy.
  - Tech Rescue Team members led a regional confined space rescue training.
  - Six members completed a combined Driver/Operator-Pumper Academy with Platteville-Gilcrest Fire Protection District. All six successfully passed the state practical.
  - 12 members completed the Lieutenant's assessment center.
  - The District received an $18,000 grant from Tallgrass Energy to purchase hazmat training props. All props have been ordered, including a Tank/Truck Rollover Simulator, a one-ton chlorine cylinder prop, and a chlorine emergency Kit-B.
  - The Training Division continued to work on the upcoming paramedic assessment center.
  - The Training Division has finalized plans for the District's first 16-week academy. This will include Administration orientation, Drive/Operator-Utility, EMS, and Fire Academy. Platteville-Gilcrest Fire Protection District will be sending two members and one instructor to attend.

- The Training Division members attended multiple work groups and local, regional, and state meetings.

FINANCE SECTION REPORT – FINANCE DIRECTOR

- **District Banking (September 2026):**
  - 9-3-2026 - Checking Augmentation - $700,000 from CT 8003 Unassigned Reserves to FIB 7035 - Checking
  - 9-4-2026 – Capital Facilities (CT 8001) – PayApp # 11 GTC - $206,347.34 – Training & Maintenance Facility
  - 9-23-2026 - Checking Augmentation - $500,000 from CT 8003 Unassigned Reserves to FIB 7035 – Checking
  - 9-29-2026 – Capital Equipment (CT 8002) – Final Payment – 2009 Pierce Refurbishment - $249,385.50 – Firetrucks Unlimited LLC

- **Development Impact Fees:**
  - Fees received in September 2026: $51,020

- **District Reserve Accounts (September 9, 2026):**
  - Capital Facilities - $2,807,104
  - Capital Equipment - $3,347,675
  - Unassigned Reserves - $4,123,901
  - Operating Contingency - $4,679,220
  - GO Loan Series 2022 (Station 6) - $10,658,062
  - Impact Fees - $2,973,359

  Total Reserves: $28,589,321

- **District Sales Tax**

  - The District received $291,837 in monthly sales tax for August 2026 sales, down by $43,371 from July 2026 sales tax of $335,208, the largest monthly distribution since the inception of the sales tax (July of 2025).

- **2026 – YTD Budget Summary:**
  - The October 2026 County distribution notice was received on October 5, 2026. The amount deposited on October 9, 2026, was $82,288, as shown in the Executive Summary table below.

Executive summary - budget vs. actual - YTD, General Fund.
From January 1, 2026, through September 30,, 2026.

Category	Budgeted	Received YTD	Remaining Budgeted	Percent received
Revenues — TOTAL	$21,943,417	$20,990,956	$952,461	95.8%

Category	Budgeted	YTD	Remaining Budgeted	Percent Expended & Committed
Expenditures — TOTAL	$32,487,138	$22,026,153	$10,460,985	67.8%

- **Fiscal Year Expired: 75%**

- **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
Sep-26	227,039.20	54,731.40	172,307.80	920.32	73,275.43	352,520.08	N/A	254,408.03

Disposition Destination Hospital

Disposition destination hospital	Runs	Percent	Month
Refusals / Call-offs	67	37.85%	Sep-26
Good Samaritan Hospital	7	3.95%	Sep-26
Longmont United Hospital	4	2.26%	Sep-26
Longs Peak Hospital	81	45.76%	Sep-26
St Anthony North Health Campus	7	3.95%	Sep-26
Children's Hospital North Campus	6	3.39%	Sep-26
North Suburban Medical Center	1	0.56%	Sep-26
University of Colorado Health Science Center	1	0.56%	Sep-26

Total EMS calls: 177
Billable runs: 110

- **Miscellaneous Financial Information**

Wildfire Deployment Information is displayed below, showing 2025 and 2026 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.

The Task Force 1 – Texas Floods amount of $17,209, highlighted below, was received on October 6, 2026. Except for the Gold Mountain fire, FEMA pays the Task Force 1 receivables, and full reimbursement may take time, possibly in 2027 or later.

Wildfire Deployment & Recompense Matrix

As of 10-12-2026

Fire	Year	State	Initial amount	Received	Remaining amount
Task Force 1	2025	TX	37,825	28,369	9,456
Task Force 1 – Texas Floods	2026	TX	22,946	17,209	5,736
Gold Mountain	2026	CO	81,678	-	81,678
Task Force 1 - Bertha	2026	TX	10,155	-	10,155
Total:			**$152,605**	**$45,578**	**$107,026**

PUBLIC RELATIONS REPORT – PR DIRECTOR

- **Data Analysis:**
  - September Emergency Call Metrics (Primary Call Types: Fire, Hazardous Situation, Medical, No Emergency, Public Service, and Rescue):
    - Average Turnout Time: 1:09
    - Average Enroute to Arrival: 4:27
    - Average Response Time (Dispatch to 1st Unit On-Scene): 5:34
    - **Total of ALL Calls for Service: 290**
  - September Calls for Service

CALL TYPE	COUNT	PERCENT
MEDICAL	165	58%
PUBLIC SERVICE	30	11%
NO EMERGENCY	58	20%
HAZMAT	26	9%
FIRE	7	2%

CALL TYPE	COUNT	PERCENT
RESCUE	1	0%

- September Calls Incidents by Station Zone

Station	Incidents
Station 5	32
Station 4	39
Station 3	86
Station 1	108
Platteville-Gilcrest Fire Protection District	6
Mountain View Fire Protection District	15
Fort Lupton Fire Protection District	1
Frederick-Firestone Fire Protection District	3

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

  - Public Relations (PR) Director Campos, in coordination with the Accreditation Team, is currently evaluating the District's annual program appraisal process. As part of this effort, the District will pilot a revised appraisal framework, incorporating both biannual and annual evaluations, with a select group of program managers to assess its effectiveness and identify opportunities for improvement. If implementation is successful, the updated process is expected to roll out to all program managers in 2027.

  - Executive staff continues to meet with the Darkhorse analyst team to ensure District information from 2023 to present, including emergency call data, community demographics, station locations, apparatus and resources, District boundaries, and other relevant operational data, is transferred and accurate. This information will form the foundation of the District's data and analytics platform.

  - The District's new community-focused Strategic Plan 2027-2031 was presented to staff in shift meetings to ensure everyone knew of the upcoming identified objectives.

- **Public Relations / Marketing / Outreach:**

- The Public Relations (PR) Team assisted the District's Honor Guard with the 25th Anniversary 9/11 Remembrance Ceremony at Rocky Mountain Christian Church in Frederick.
- The PR Team attended the Town of Frederick's Miners Day event with an outreach and educational booth.
- FLSE Story completed a new program for the Carbon Valley Active Adults Center called Stop the Slips. The program will be available to residents in late October.
- PR Director Campos and Digital Media Specialist McKenzie met with United Power's Communications Team to discuss crisis communications.
- FLSE Story and EMD Garner completed Access and Functional Needs training for District crews.
- Storytime at the Firehouse was at Station 1 in September – 20 kids and guardians attended.

HUMAN RESOURCES REPORT – HR MANAGER

Human Resources (HR) Manager Docheff engaged in the following activities over the last month. This is not a comprehensive list.

- **Annual Physical Program Update:** New for the District's 2026 annual physical program is a voluntary Coronary Artery Calcium (CAC) Scoring CT scan. This non-invasive screening uses a CT scan to detect hardened calcium deposits and calcified plaque in the heart's arteries, which can help identify potential cardiovascular risk.

- **Single-Role Paramedic Recruitment:** The District conducted its Skills Assessment Center on October 6 and 7 at Station 5 for the vacant Single-Role Paramedic positions. Conditional offers will be extended soon, with a tentative onboarding date in mid-November.

- **Emergency Management Coordinator Recruitment:** The District extended a formal offer to Christine (Chris) Saunders for the position of Emergency Management Coordinator (EMC). Chris's first day with the District and Carbon Valley Emergency Management Agency (CVEMA) is Monday, November 2, 2026.

CARBON VALLEY EMA – EMERGENCY MANAGEMENT DIRECTOR

EMD Garner engaged in the following activities:

- Conducted four sessions of the Public Safety Awareness Training: Access and Functional Needs and Disabilities with FLSE Story, providing a physical flipbook resource, which will also be available electronically. Additional resources, such as communication cards, with be shared with line staff.

- Met with administrative staff and team leads to continue drafting the Continuity of Operations base plan and annexes. Eight of ten annexes are complete or in substantial draft form, and the base plan is more than 50% complete. The draft plan is anticipated to be completed by October 31, 2026.

- Met with the Firestone PD School Resource Officer to discuss active threat preplanning at Coal

Ridge Middle School.

- Presented at the September Carbon Valley Chamber of Commerce Luncheon.
- Supported public safety planning for the Town of Frederick's 2026 Annual Miners' Day celebration.
- Conducted the Emergency Management Coordinator Assessment Center, resulting in an offer of employment to Christine Saunders, who passed the pre-employment requirements and accepted the position. Her start date is November 2, 2026.
- Began working with the contractor on the build-out of the Virtual Emergency Operations Center (EOC) and EOC management platform in Monday.com. The project will be completed by mid-December 2026 and is funded by the 2024-25 Homeland Security grant.
- Met with the Public Relations Team and the EMS Lieutenant to explore how best to integrate the resources the District provides and refer community members to, as the District continues to develop programs that reduce risk and foster relationships with community partners.
- Met with Dacono Police Chief Lanigan and Commander Fisher to support the final draft of the City of Dacono's Continuity of Operations Plan.
- Continued in leadership roles as facilitator for Carbon Valley CARES, chair of the Carbon Valley Community Fund, vice chair of the International Association of Emergency Managers (IAEM) Municipal Emergency Management Caucus, vice chair of Women of Emergency Management (WOEM), and board member for the Weld Community Foundation.

MINDSET SPECIALIST REPORT:

- **Supporting the District's Members & Families** - Continued providing direct support to members and families navigating significant personal loss, crisis, and difficult life circumstances. This month reinforced the value of having embedded mental fitness support that extends beyond the individual member and recognizes the impact these experiences have on spouses, families, crews, and the larger District workforce.
- **SDA Conference – "Before the Referral"** – Fire Chief Young and Mindset Specialist Freyta presented *Before the Referral: A Leadership Framework for Pre-Resilience in Fire & EMS* at the Special District Association (SDA) Conference in Keystone. The presentation highlighted the District's approach to building mental fitness before crisis through leadership, culture, connection, psychological safety, healthy habits, and embedded support. The presentation was extremely well received. Numerous attendees approached Fire Chief Young and Mindset Specialist Freyta afterward to learn more about the District's work, how the embedded model works, and how they could implement similar concepts in their own organizations. It was a great opportunity to showcase the District's work and demonstrate what proactive mental fitness looks like when leadership and behavioral health work together.

- **Yoga & Proactive Mental Fitness** - Yoga continues to gain momentum across the District. Yoga opportunities have been increased at stations and for staff, and members continue to show up and participate voluntarily. Consistent participation has been especially encouraging because it shows members are engaging with mental fitness outside traditional counseling and increasingly using proactive tools for recovery, mobility, stress regulation, and connection.

- **Continued Focus** - September continued to reinforce the program's direction: mental fitness should not begin when someone is already in crisis. Whether through family support, station visits, yoga, individual conversations, or organizational leadership, the goal remains creating opportunities for members to practice caring for themselves and one another before a referral is ever needed. The response at the SDA Conference also affirmed that the work happening within the District is resonating beyond the District and contributing to a larger conversation about how the fire service approaches behavioral health, resilience, and prevention.

LOCAL 4123 EXECUTIVE BOARD – LOCAL PRESIDENT

- Local 4123 continued preparing for the 25th Anniversary Celebration of Local 4123 and the Oct. 10th Fire District Open House and Pancake Breakfast.

- The Q3 General Meeting took place on Sept. 16th, with guest speakers from Colorado Firefighter's Credit Union and the Colorado Professional Firefighter Associations Executive Board.

- Four members participated in the Denver Fire Department Charitable Foundation's 9/11 Golf Tournament.

- MDA Fill the Boot weekend was completed safely and successfully, with a final count (not including change) of $30,700.

BOARD MEMBER REPORTS

There were no Board member reports.

PRESENTATION – FIRE CHIEF YOUNG & FINANCE DIRECTOR CUMMINS

- **PROPOSED BUDGET FOR 2027**- The draft 2027 Budget positions the District for another significant year in the District's history: opening Fire Station 6 in the fourth quarter, adding eight new personnel, and achieving the first full year of meaningful sales tax revenue. The budget holds the general operations mill levy steady, makes no increases to user fees, funds the salary structure the Board reviewed in August 2026, and maintains reserves at or above policy targets. This summary highlights the key revenue assumptions, personnel and benefit decisions, notable operating changes, the capital plan, reserves, and debt service.

Date (2026)	Milestone
October 12	First Reading of the Proposed 2027 Budget

Date (2026)	Milestone
October 13	Public Notice of the Proposed 2027 Budget
October 13 – December 14	Public Review Period
November 9	Public Hearing on the Proposed Budget
Late November	Weld County Assessor provides official assessed valuation
December 14	Final Public Hearing and Adoption of the 2027 Budget

- **Revenue Outlook**

Tax revenue accounts for approximately 86% of District revenue, with property tax remaining the largest source and sales tax now the second largest.

- Property Tax
  - **General Operations Mill Levy:** The general operations property tax remains at 13.900 mills, as approved by voters in November 2019.
  - **Debt Service Mill Levy:** The property tax to pay the 2027 debt service on the 2022 General Obligation Loan will be 1.437 mills , a decrease of 0.216 mills, which is made possible by growth in assessed value of taxable property within the District's boundaries.
  - **Assessed valuation:** Gross assessed valuations increased from $975,882,730 to $1,114,657,530, an increase of $138,774,800 (14.2%). This represents an estimated $1,928,970 increase in annual property tax revenue for 2027. This does not include any sales tax or specific ownership tax.
  - **Caveat:** Figures are preliminary. The official assessed valuations arrive in late November, and a roughly 2% swing is possible. The proposed 2027 Budget in December will reflect final numbers.

- Sales Tax

  Voters approved a half-cent sales tax in May 2025, and the District received the first distribution in September 2025. The District anticipates approximately $3.6 million in sales tax revenue in 2027. Because the District has limited collection history and an imperfect sales tax matrix, this projection carries more uncertainty than property tax and will be monitored closely.

- Other Revenue

  Fees, developer impact fees, grants, educational administration, specific ownership taxes, and intergovernmental cost-sharing are projected at $4,397,975. Separately, developer impact fees of $450,000 (Frederick) and $600,000 (Firestone) are forecast and are restricted to capital use such as facilities and fleet.

- Fee Schedules – No Increases Recommended
  - **EMS Stand-by Fee:** No increase; personnel and equipment rates continue to follow FEMA rates.

- **Building and Fire Code Plan Review and Inspection:** No adjustment; continues to use the International Code Council's Building Valuation Data formula.
- **Ambulance Fee Schedule:** No increase; current fees sit at the 85th percentile of the rates of comparable departments as of 2025.

- **Personnel Investment**
  Personnel remain the District's largest investment. Under the 2027 salary structure, including eight new hires, salaries and benefits are projected to increase by approximately **$2,618,031**.

  - Staffing Additions and Promotions
    - Hire five (5) firefighters and three (3) single-role paramedics in September 2027.
    - Promote three (3) Lieutenants and three (3) Engineers to prepare for the opening of Station 6.
    - Continue filling vacancies through normal attrition as needed.

  - Salary Plan
    The District can fund the salary structure presented to the Board in August 2026 because property and sales taxes increase annually. All positions receive a 4% to 6%

Years of Full-Time Service	Stipend (Percent of Positional Base Pay)
5 – 9 years	2%
10 – 14 years	4%
15 – 19 years	6%
20 – 24 years	8%
25+ years	10%

    increase, with market adjustments where needed to keep every position at the 90th percentile of the District's comparable agencies.

    The structure allows a fully trained employee to reach the top of their rank or class within four years of hire.

  - New for 2027: Longevity Stipend
    Members with five or more years of full-time service with the District will receive an annual longevity stipend, paid in the last pay period of May.

- Employee Benefits

  Most benefit costs below are included in the salary and benefits figure above. The biggest change is moving to a new medical carrier.

Benefit	2027 Change	Est. Cost Impact
Medical	Moving to Anthem BCBS through Public Safety Healthcare Group; 15% premium increase (alternative quote was nearly double). Three plans are retained, including HSA plan with $4,500 District contribution.	+$213,116
FPPA Pension	Employer 11.5% / employee 12%; employer share rises 0.5% annually to 13% by 2030.	+$215,007
115 Retiree Health Trust	1% match continues; sick leave over carryover deposited annually. Total 2027 budget $241,365.	+$108,418
Long-Term Disability	The District continues covering the full cost for eligible personnel, up to 4.2%.	+$73,164
Dental	MetLife; District pays 100% of employee premium.	+7%
Colorado Cancer Trust	New personnel and trust adjustments.	+$4,652
Heart & Circulatory Trust	Newly eligible personnel; reimbursed by the State (DOLA).	+$1,985
Life / AD&D / LODD	$100,000 coverage each maintained; increase due to new employees.	+$1,445
Vision	MetLife; District pays 100% of employee premium.	No change
Short-Term Disability	Standard Insurance; rate locked for one additional year.	No change
Volunteer Pension	$19,006 District plus $9,003 state grant ($28,009 total). Enrollment has been closed since 2005.	No change
Other	EAP (no cost), AirMedCare, and tuition reimbursement ($5,000 / $7,500 / $9,000) continue unchanged; AFLAC is employee-funded.	No change

- **Operating Expenses**

Operating changes are driven primarily by Station 6 and the new Maintenance Facility coming online, growth in call volume, training demands, and technology and security needs such as the Drone First Responder Program and new cybersecurity hardware for the District's networks. Several accounts decrease as one-time 2026 projects are completed.

Notable Increases

Account	Change	Primary Driver
Training & Certifications	+$92,695 (40%)	Maintaining 1,300+ certifications; accreditation and strategic plan standards
Software & Support	+$65,587 (22%)	Microsoft government pricing, records management, Darkhorse Emergency, ADA compliance software
Lease & Service Agreements	+44.67%	$80,000 First Responder Drone program; $115,000 lease for The EDGE Wellness Center
Fuel	+$37,721 (34%)	Sustained market price increases
Cyber Security	+$24,300 (49%)	FortiGate & FortiDefense network protection, cyber security policy, hardware; total $61,350
Fire Station Maintenance	+$23,699	Station 6, parking lot sealing, lifecycle furniture, and appliances
Specialized Equipment	+$21,208 (24.38%)	Expiring equipment; regional special rescue and hazmat role
Emergency Medical Supplies	+33.32%	Rising call volume, community AED supplies, new ambulance, and engine; total $116,894
Legal Fees	+25%	IGAs, legislative changes, potential collective bargaining, Station 3 remodel, and EDGE contracts; may be adjusted before adoption
Utilities	+16.92%	Internet and natural gas costs; Maintenance Facility and Station 6 new facilities added.
Ambulance Billing	+12.5%	Higher transport volume (contract pricing unchanged)
Communications Equipment	+$11,061	Weld County-mandated replacement of all personnel security tokens
Property & Liability Insurance	+9.6%	Station 6, new fleet, coverage for students and volunteers, and builders risk.

Account	Change	Primary Driver
Elections	$68,650	Potential May 2027 Board and special question election
Education Reimbursement	$201,200 total	35 employees requesting (up from 24 in 2026); two paramedic students, one fire academy

Other smaller increases include fluids (+50.3%, to $15,100, as the new Maintenance Facility establishes a baseline), station supplies (+15.79%), food and meetings (+14%), memberships (+8%), auditor (+6.2%), PPE (+$7,906, or 2.35%), and modest increases in administrative maintenance, IT incidentals, and office supplies.

Notable Decreases

Account	Change	Reason
Emergency Management	−62%	Large projects completed in 2026
Talent Recruitment, Recognition & Retention	−$50,050 (23.48%)	Cancer and cardiac screenings completed in 2026; total $188,050
Accreditation Services	−$17,615	Shift to maintenance following 2025 accreditation and 2026 Strategic Plan; $42,140 to $24,525
Public Relations	−17.82%	Program costs leveling out after two years
Fleet Maintenance & Repairs	−$11,594 (4.5%)	Planning with the Fleet Manager and in-house maintenance
Uniforms	−$6,000 (4.78%)	No major uniform needs; proactive logistics planning even with new personnel
Public Education Materials	−$4,945	Grant funding and cost reductions

Notifications, printing, and Board of Directors donations ($500) remain flat.

- **Reserves**
  District reserves provide emergency funding for unanticipated expenses or revenue shortfalls and support capital improvement and lifecycle replacement.

Reserve	Projected 2026 Year-End	Projected 2027 Year-End	Policy Target
Operating Contingency (incl. TABOR)	$4,668,337	$4,855,115	25% of operating budget
Unassigned Reserves	$2,898,413	$1,988,211	$1,000,000 minimum

The anticipated 2026-to-2027 unassigned reserve float from investments to checking is $2,898,413 and will be refined as the year closes. The operating contingency reserve remains approximately 25+% of the 2027 operating budget.

The Finance Section will provide a 2027 outlook for the capital equipment and facilities accounts once current capital projects close out in the fourth quarter of 2026.

- **Capital Plan**
  The following major capital items are requested for approval within the comprehensive budget. Much of the 2027 plan focuses on equipping Station 6, the new maintenance facility, Engine 6, and the new ambulance.

Category	Key Items	2027 Cost
Apparatus – Fleet	Type I Wildland Urban Interface Engine, ambulance, and Special Operations Box Truck (grant placeholder)	$1,850,385
Station Remodels	Station 3 design and civil work; Station 2 and Admin server room HVAC; EDGE design and construction	$609,000
Station & Admin Furnishings	Full outfitting of Station 6, gear and equipment extractors, fitness equipment; EDGE equipment	$602,040
Emergency Medical Equipment	Cardiac monitors (2 replaced, 1 added), 4 ultrasounds, power cot and loader, CPR assist device, stair chair	$296,579
Computer Hardware	Lifecycle replacement and new mobile data terminals	$149,050
Radio Equipment	Final year of three-year Motorola/FCC replacement plan; radios for new apparatus and Station 6	$133,650
Fire Equipment	SCBA fit tester, SCBA, and equipment for Engine 6	$128,460

Category	Key Items	2027 Cost
Maintenance Equipment & Tools	New account; completes outfitting of the Maintenance Facility	$73,880
Staff Vehicles	Additional pool vehicle (Ford Explorer); emergency lighting upfits	$72,500
Rescue Equipment	Hydraulic extrication tools for Engine 6	$25,500
Subtotal – General Capital		$3,941,044
Fire Station 6 Construction	Completion in Q4 2027, including contingency; funded by 2022 GO Loan proceeds	$9,564,620
Total Capital		**$13,505,664**

- **Debt Service – 2022 General Obligation Loan**
  - **2027 payments:** Semi-annual principal and interest payments totaling $1,393,943, supported by the 1.437 debt service mill levy to be set in December 2026.
  - **Construction funds:** An estimated $10,373,601 in GO Loan proceeds will remain at the end of 2026, allocated to the construction and furnishing of Station 6 as approved by voters in May 2022.

- **Key Takeaways**
  - **Final assessed valuation.** Property tax figures may shift by roughly 2% when the official assessed valuations arrive in late November.
  - **Sales tax uncertainty.** With limited history, sales tax projections are the least certain revenue assumption in the draft 2027 Budget.
  - **Station 6 readiness.** Construction, staffing, promotions, apparatus, and equipment all converge in the fourth quarter of 2027.
  - **Rising benefit costs.** Medical Insurance premiums rise 15%, and the FPPA employer contribution will continue to increase by 0.5% per year through 2030.
  - **Sick leave carryover sustainability.** Fire Chief Young is working with Labor to evaluate the long-term sustainability of 115 Trust sick leave deposits; changes may begin in 2028.
  - **Legal fees.** The 25% increase may be adjusted before final adoption as several legal matters become resolved.
  - **12-Year Master Plan** – This plan will be updated as the 2026 finances are closed out. Chief Staff will provide the Board with an updated 12-Year plan in December.
- **Next Steps**

The Draft 2027 Budget will be posted for public notice and review on October 15, with a public hearing on November 9, and final adoption on December 14, 2026. Board members are encouraged to review the detailed program budgets in Dropbox and direct any questions to the Fire Chief Young or Finance Director Cummins ahead of final consideration on December 14, 2026.

DISCUSSION ITEMS – FIRE CHIEF

- Station 6 Executed Contract – Groundbreaking Ceremony October 29th – 1500 hours.
- Aims Clinical Affiliation Agreement Update.

BOARD CONSIDERATION – FIRE CHIEF

- **New Type III Ambulance Purchase:** Under new business, District staff is requesting consideration and approval for Fire Chief Young to enter into a purchase agreement with Braun Northwest for a new Type III ambulance bid price of $319,349. Fire Chief Young would like to include $20,651 in the District-held contingency for this 2027 project, bringing the total to $340,000. If approved, this will be the third Northwest Braun ambulance in the fleet. The Apparatus Specification Team received six competitive bids to review and provide recommendations to Fire Chief Young and the Board within the provided budget. Their recommendation report is attached.

CONSENT AGENDA

The following Consent Agenda items were presented:

- Approval of September 14, 2026, regular Board meeting minutes.
- Confirmation of the continuity of the Financial Reports from September 10, 2026, to October 7, 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.

BOARD ACTION

- After discussion, Secretary Weimer moved to accept and approve for Fire Chief Young to enter into a purchasing agreement with Braun Northwest for a new Type III Ambulance for $340,000. Treasurer Houston seconded the motion, which passed unanimously.

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 7:21 p.m.

Edward Weimer, Secretary