

Record of Proceedings

Minutes of the Regular Meeting of the Board of Directors of the Adams County Fire Protection District, held at the District's Station 11, at 1675 W. 69th Ave, Denver, CO 80229

Wednesday, October 15th, 2025

Board Members Present

Ken Lombardi	President/Chairman
Michael DeMattee	Vice President
Mario Molinaro	Secretary
Ken Ciancio	Treasurer
Joe Domenico	Assistant Secretary

Also Present

Clinton Garner	Fire Chief
Jamie Wood	Deputy Chief, Operations
Thom Jeffries	Division Chief of Planning and Logistics
Christina Marchese	Executive Assistant to the Chiefs
Michelle Ferguson	District Legal Counsel
Bianca Ciancio	Director of Financial Services
Mike Eason	IAFF Local 2403, President

Call to Order

Secretary Molinaro called the meeting to order at 5:00 p.m. The motion was passed unanimously.

Welcome the Audience

President Lombardi welcomed all in attendance.

Moment of Silence

President Lombardi called for a moment of silence for all the fallen firefighters from across the US to date in 2025. At the time of the meeting, an exact number was not available due to the government shutdown.

Pledge of Allegiance

President Lombardi led those present in the Pledge of Allegiance.

Additions or Deletions to the Agenda

Secretary Molinaro made a motion to accept the agenda as presented. Assistant Secretary Domenico seconded the motion. The motion was passed unanimously.

Approval of Previous Board Meeting Minutes – September 24, 2025

Secretary Molinaro made a motion to accept the Regular Board Meeting Minutes from September 24th, 2025. Treasurer Ciancio seconded the motion. The motion was passed unanimously.

Approval of Previous Month's Financial Statement – August and September 2025

Treasurer Ciancio made a motion to approve the August and September 2025 Financials as provided. Assistant Secretary Domenico seconded the motion. The motion was passed unanimously.

Correspondence

The District received an email from Regina LaFleur with the Thornton Communications Center regarding a hazmat incident that occurred on September 22, 2025. They expressed their gratitude towards Battalion 11 Chief Sietz, for his professionalism, guiding everyone on scene and at the dispatch center.

New Business

Welcoming of NAFA 16 graduates – Will Hasz and Reed Henderson

Chief Garner swore in NAFA 16 graduates Will Hasz and Reed Henderson in front of the Board of Directors, their ACFR colleagues, and their families. These gentlemen were a part of the largest academy the NAFA has ever held. Welcome to the ACFR family, Firefighters Hasz and Henderson.

Presentation for the ACFR 2026 Budget – Draft Discussion

Finance Director Ciancio presented the draft 2026 Budget to the Board. She explained that both summaries for the general and capital budgets were compiled once all budget managers submitted their requests for 2026. Attorney Ferguson stated that a public budget hearing will be held at the November Board meeting, after which the Board will consider and, if appropriate, adopt the budget. Chief Garner stated that Finance Director Ciancio did a wonderful job compiling the information and the overall budget process.

Consider the Second Amendment to the IGA regarding the Shared Fleet Maintenance and Repair Program with North Metro Fire Rescue

The Board discussed the Second Amendment to the IGA regarding the shared maintenance and repair program with North Metro Fire Rescue. This will conclude the joint fleet maintenance program between the two Districts as of December 31, 2025. Adams County Fire will get their truck and the purchased equipment back from North Metro Fire. Chief Garner mentioned that ACFR held interviews for a Shop Foreman recently and should have one hired by the end of 2025. Secretary Molinaro made a motion to approve the Second Amendment to the IGA Establishing a Shared Fleet Maintenance and Repair Program, which will terminate on December 31, 2025. Assistant Secretary Domenico seconded the motion. The motion was passed unanimously.

Chief's Report

Chief Garner informed the Board that the District is exploring collaboration with Darkhorse, a company that can facilitate real-time data analysis. The Missouri Valley Chiefs group has researched this company and its data analysis process and has given a positive review.

Chief Garner stated that the District will be receiving a piece of an elevator motor from the World Trade Center to be displayed outside Station 11. Once plans are finalized for the reveal, they will be shared with the Board. In 2026, it will be 25 years since 9/11, the 80th anniversary of the District, the 150th anniversary of Colorado becoming a state, and the 250th anniversary of the United States of America; it will be a busy year ahead.

Deputy Chief Wood informed the Board that Investigator Robison is performing exceptionally well at the Adams County Sheriff Office (ASCO) Academy, and he has been promoted to sergeant of the class. He is the only fire person in the police academy. Chief Wood stated that he will notify the Board when graduation is scheduled for December. He also mentioned that Investigator Robison is looking forward to returning to work at the District and has no plans to join the Sheriff's Office.

The Board stated that they enjoy seeing all his charts within his report. Assistant Secretary Domenico agreed, stating it gives a great perspective on what is happening, not only daily but also on an hourly and monthly basis, based on all calls received.

Deputy Chief Wood stated that APEX Billing is doing a great job with EMS billing. The numbers for the last month are much higher than we expected.

Union Report

Local 2403 President Eason informed the Board that he did not submit a written report for this month, as the Local and Chief Staff were working through the CBA negotiations. President Eason mentioned that once the terms of the CBA have been agreed to, it will be presented to the Board for signature. He anticipates this will be at the December Board meeting. This contract will remain in effect for a period of two years.

Attorney Report

Attorney Ferguson informed the Board that she has been collaborating with Chief Staff and Local 2403 to refine the language in the CBA and to have it align with the Employee Handbook. There are many changes necessary to the Employee Handbook, and we will be working with Chief Staff to update the Employee Handbook in the new year.

Attorney Ferguson suggested to the Board that they review the Fire Chief Evaluation paperwork that had been sent to them. After some discussion, the Board decided to hold a special meeting to discuss the Fire Chief's evaluation. Attorney Ferguson instructed the Board to send their evaluations to her, and she will compile the comments into one document. She will work with Administrative Assistant Marchese to schedule the special meeting.

Report from the Board

President Lombardi – the District family picnic was awesome. Thank you to Christina and Jordan for putting it all together.

Vice President DeMattee – nothing to report

Secretary Molinaro – nothing to report

Treasurer Ciancio – nothing to report

Assistant Secretary Domenico – thank you, Chief Tavalez, for all the assistance you provided during the hazmat incident back in September.

Adjournment

With no further business to come before the Board, on a motion by President Lombardi and a second by Assistant Secretary Domenico at 6:54 p.m.



Ken Lombardi, President



Mario Molinaro, Secretary