

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, November 19th, 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
Meghan Lewis	Haga Kommer, CPA

Call to Order

Secretary Molinaro called the meeting to order at 5:35 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 in honor of the 65 fallen firefighters from across the US who have died in 2025 to date.

President Lombardi also asked for a moment of silence for Holly Leete, Captain Matt Leete's wife, who recently passed away.

Pledge of Allegiance

President Lombardi led those present in the Pledge of Allegiance.

Additions of Deletions to the Agenda

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

Approval of Previous Board Meeting Minutes – October 15th, 2025

Secretary Molinaro made a motion to accept the Regular Board Meeting Minutes from October 15th, 2025. Treasurer Ciancio seconded the motion. The motion was passed unanimously.

Approval of Special Board Meeting Minutes – November 3rd, 2025

Secretary Molinaro made a motion to accept the Special Board Meeting Minutes from November 3rd, 2025. Treasurer Ciancio seconded the motion. The motion was passed unanimously.

Approval of the Previous Month's Financial Statement

Treasurer Ciancio mentioned that the budgets are in good shape for November. Treasurer Ciancio informed the board of directors that they will hold off on approving the November financials until the December board meeting. At the December Board meeting, the financials for October, November, and December will be presented for approval by the Board.

Correspondence

Executive Assistant Marchese shared with the Board of Directors that the District received a certificate of appreciation from Dennis Thibault, Director of the American Legion Riders of the American Legion Post 22, as a thank you for all the services the District provides to the community. The American Legion collected donations for 9/11 this past September, then used the funds received to donate to the Fallen Firefighter Memorial in Colorado Springs in the District's name.

Executive Assistant Marchese shared a thank-you card that the District received from the Arvada Fire Department, expressing their gratitude for the District's assistance during the funeral for their fallen firefighter, Kevin Jacovetta.

Executive Assistant Marchese stated that condolence flowers and a card were received from Highstreet, the District's new health insurance broker. Highstreet learned of the passing of a family member of the District and wanted to express their condolences.

Public Comment

No public comment at this month's Board meeting.

New Business

Public Hearing on the 2026 Budget for Adams County Fire Rescue

Treasurer Ciancio made a motion to open the public hearing on the 2026 Budget for Adams County Fire Rescue. Secretary Molinaro seconded the motion. The motion was passed unanimously.

Attorney Ferguson noted for the record that the Notice of Budget was published in the Northglenn/Thornton Sentinel. Executive Assistant Marchese stated that the District did not receive any public comment prior to the meeting. There were no public comments made on the budget at tonight's meeting. Treasurer Ciancio made a motion to close the public hearing on the 2026 Budget for Adams County Fire Rescue. Assistant Secretary Domenico seconded the motion. The motion was passed unanimously.

Discussion regarding District's 2026 Budget

President Lombardi stated that the District's 2026 Budget final presentation and consideration will be tabled until the December Board meeting to allow time for the Adams and Denver Counties to provide the Final Assessed Valuations. .

Update Regarding the Medicare/Medicaid Reimbursement

Chief Garner informed the Board that EMS Chief Haberer, Meghan Lewis from Haga Kommer, along with the ACFR office staff, are working on the Medicare/Medicaid Reimbursement for the District. The reimbursement needs to be filed by Thanksgiving. Chief Garner stated that this is for 2025, but the District will not receive the funds until 2026.

Discussion on the December 2025 Board Meeting

Following a discussion by the Board, and due to the budgetary deadline of December 15, 2025, the Board needs to reschedule its regularly scheduled December meeting to be held December 11. Assistant Secretary Domenico made a motion to combine the budget meeting and the regular board meeting on Thursday, December 11th, at noon, and to cancel the meeting previously scheduled for Wednesday, December 17th. Vice President DeMattee seconded the motion. The motion was passed unanimously. President Lombardi asked Administrative Assistant Marchese to update the Board calendars to reflect the change.

Chief's Report

Chief Garner informed the Board that several members will be retiring in 2026, including a Battalion Chief, a Captain, and several firefighters. He also mentioned that some of the personnel who retired this past year will be officially retired in 2026. To fill the Battalion Chief and Captain positions, assessments will need to be held in the early part of 2026.

Chief Garner informed the Board that Emergency Manager, Division Chief Mark Schuman, will be finishing the DROP in November 2026. Chief Garner has discussed with Chief Schuman the

possibility of his staying on, but in a civilian capacity, in the same position as Emergency Manager. Chief Schuman stated to Chief Garner that he would like to stay on but needs to discuss this with his family, and he would also like to oversee the setup of the new Adams County Hazmat team.

Chief Garner informed the Board that FPPA is conducting an audit due to recent payroll irregularities. He will update the Board when it concludes.

Chief Garner informed the Board that the Collective Bargaining Agreement with Union Local 2403 will be presented to the Board for its consideration at the December Board meeting.

Planning and Logistics Division Chief Jeffries informed the Board that Engine 11 has been put back into service after being involved in an accident in January 2025.

Chief Jeffries informed the Board that he has met with the Adams County Building Department (Building Dept.) to discuss 6400 Franklin. The Building Dept. wanted to know what the District was planning to do with the building; it was a great meeting. Chief Jeffries mentioned that he is hopeful that the project will be permitted before the Christmas holiday.

President Lombardi requested an update from Deputy Chief Wood on ADP. Chief Wood stated that he and Finance and HR are working with ADP to get all the pay codes into their system. January 9, 2026, will be the first payroll completed by ADP. Chief Wood stated that the District will provide a 30-day notice to Paychex to terminate the contract.

Chief Wood stated that NERIS reporting will be changing on January 1st. He mentioned that his report will look a little different, with charts and graphs, due to the new way he will be receiving reports from NERIS.

Chief Wood stated that he, Division Chief Tavalez, and Captain Schwindt recently completed the DU leadership course.

Union Report

Chief Garner stated that the Union President couldn't complete a report for this meeting due to his assistance with Mrs. Leete's services.

President Lombardi expressed on behalf of the Board the strong show of support from the Department for the Leete family during the difficult time following Mrs. Leete's loss.

Attorney Report

Attorney Ferguson stated that the District continues to keep the Firm busy as there is a lot going on, including numerous contract reviews, revised CBA and personnel matters.

Attorney Ferguson mentioned that she will provide additional information in the Executive Session later in the meeting.

Report from the Board

President Lombardi – Nothing to report

Vice President DeMattee – Please send us the calendar invite for Inspector Robison’s graduation

Secretary Molinaro – Nothing to report

Treasurer Ciancio – Nothing to report

Assistant Secretary Domenico – PIO Browman did a great job on Chief Garner’s podcast.

Executive Session

Assistant Secretary Domenico made a motion to go into Executive Session pursuant to C.R.S. 24-6-402 (b) and (f) to receive advice of legal counsel regarding personnel matters. Secretary Molinaro seconded the motion. The motion was passed unanimously.

Attorney Ferguson stated that the topics for discussion in this Executive Session constitute an attorney-client privileged discussion and will not be recorded. It was also stated that the Board did not anticipate taking any action after the executive session.

The Board of Directors and Attorney Ferguson entered an Executive Session at 6:28 p.m.

Attorney Ferguson asked Chief Garner and Deputy Chief Wood to join the Executive Session at 6:53 pm.

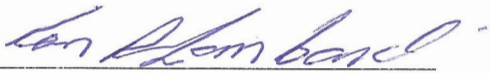
Chief Garner and Deputy Chief Wood were excused from the Executive Session at 7:27 pm.

President Lombardi made the motion to end the Executive Session. Secretary Molinaro seconded the motion. The motion passed unanimously.

The Board of Directors and Attorney Ferguson left the Executive Session at 7:39 p.m.

Adjournment

With no further business to come before the Board, on a motion by President Lombardi and a second by Secretary Molinaro at 7:40 pm.



Ken Lombardi, President



Mario Molinaro, Secretary

I hereby attest that the information communicated during the Executive Session was limited to the topics identified.



Michelle Ferguson, esq

Michelle Ferguson, ese

I hereby attest that the Executive Session was confined to topics authorized for discussion in Executive Session pursuant to C.R.S. 24-6-402 (b) and (f).

A handwritten signature in blue ink, appearing to read "Kenny Lombardi", written over a horizontal line.

Kenny Lombardi, President