

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 12, at 3365 W. 65th Ave, Denver, CO 80221.

Thursday, December 11th, 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
Mike Eason	IAFF Local 2403, President

Call to Order

Secretary Molinaro called the meeting to order at 12:01 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 the 74 fallen firefighters from across the US, who have died to date in 2025.

Pledge of Allegiance

President Lombardi led those present in the Pledge of Allegiance.

Additions of Deletions to the Agenda

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

Approval of Previous Board Meeting Minutes

Secretary Molinaro made a motion to accept the Regular Board Meeting Minutes from November 19, 2025. Treasurer Ciancio seconded the motion. The motion was passed unanimously.

Approval of the Previous Month's Financial Statement

Treasurer Ciancio made a motion to approve the October and November Financials as posted. Assistant Secretary Domenico seconded the motion. The motion was passed unanimously.

Correspondence

Executive Assistant Marchese had no correspondence to share at this evening's meeting.

Public Comment

No public comment agenda related at this time.

New Business

Introduction of New Hires

Recruits and Laterals

Chief Garner introduced the 7 recruits who will be attending NAFA 17 in January to the Board. Chief Garner also introduced the 4 laterals who are currently in the District's lateral academy. They will be starting on-shift in the coming weeks.

Payroll Specialist

Chief Garner introduced Shirley Staley, who goes by Mandy, to the Board; Ms. Staley is the new Payroll Specialist. Welcome, Mandy!

Fleet Maintenance Supervisor

Chief Garner introduced Jason Smith, the District's new Fleet Maintenance Supervisor. Mr. Smith has many years of experience and a wealth of knowledge working on fire apparatus. Welcome, Jason!

Discussion regarding the 2026-2027 Collective Bargaining Agreement

Local 2403 President, Mike Eason, informed the Board that the 2026-2027 Collective Bargaining Agreement was ratified by its members on 11/24/2025, with 100% of the membership voting "yes". President Eason also mentioned that the Local and Chief Staff have a strong working relationship and appreciate Attorney Ferguson's assistance with the CBA. Chief Garner stated that the CBA term is two years. Treasurer Ciancio made a motion to accept the 2026-2027 Collective Bargaining Agreement as presented to the Board. Assistant Secretary Domenico seconded the motion. The motion was passed unanimously.

Discussion regarding the 2026 Adams County Fire Protection District Budget

The Board was reminded that the public hearing on the 2026 Budget was held in November. The 2026 Adams County Fire Protection District Budget has been updated with the final numbers from Adams and Denver counties. The mill levy certifications will be submitted to both Adams and Denver Counties; the mill levy for 2026 remains 17.270. The full 2026 Budget packet, as presented here to the Board, will be submitted to DOLA prior to the January 31, 2026 deadline.

Consideration and Possible Adoption of the 2026 Adams County Fire Protection District Budget

Treasurer Ciancio made a motion to approve the 2026 Adams County Fire Protection District Budget, as presented to the Board, under Resolution 2025-011, which does the following: A) Summarizing expenditures and revenues for each fund and adopting a budget for the calendar year beginning on the first day of January, 2026, and ending on the last day of December, 2026; B) Appropriating sums of money to, and, authorizing expenditures from, the various funds, in the amounts and for the purposes set forth below and in the attached 2026 budget for fiscal year 2026; and, C) Certifying and levying property taxes for the calendar year 2025 to help defray costs of government for the 2026 fiscal year.

Secretary Molinaro seconded the motion. The motion was passed unanimously.

Leadership Report

Chief Garner told the Board that the District's Strategic Plan groups identified common themes that became goals, which became objectives. Cristyn Merry, District Accreditation Manager, compiled all the information into a new Strategic Plan for the District with four overarching goals. Once she has a draft, she will share it with the Board for review. Ms. Merry mentioned that the District's reaccreditation will be in 2029.

Division Chief of Planning and Logistics, Chief Jeffries, was at this evening's meeting. He mentioned to the Board that Engine 11 is back in service with a total cost of \$395,000, for repairs after being hit on the highway back in January 2025.

Chief Jeffries also told the Board that PStrax is up and working to track the District's fleet, and that Jason Smith, the District's new Fleet Maintenance Supervisor, is up to speed on it. Chief Jeffries also mentioned that the District's Fleet Maintenance truck and equipment will be returned from North Metro Fire Rescue on January 1, 2026.

Chief Jeffries updated the Board on 6400 Franklin. The District is still waiting on the permit from the Adams County Building Department. Chief Jeffries and the team are working on finalizing tenant finishes for the new administration office. Chief Jeffries mentioned that the contract between Wilderness Construction and the District has been signed; he thanked Ireland Stapleton Attorneys Ross and Powell for their assistance.

Division Chief Means informed the Board that Investigator Robison will return from the ACSO academy on December 15 after a short break. Chief Means expressed his gratitude to Chief Staff, the Board, and everyone at the District for their show of support for Investigator Robison.

Battalion Chief Busch attended this evening's Board meeting. He mentioned that the new NERIS system will start reporting on January 1, 2026. NERIS will replace NFIRs by coding the local system. NERIS is a cloud-based, live program that automatically transmits to the State and Federal government.

Union Report

Lieutenant Charlie Koyle represented Local 2403 at this evening's Board meeting. Lt. Koyle expressed his gratitude to the Board and Chief Staff for the 2026-2027 CBA and appreciates everyone's involvement this year.

Local 2403 President Eason was also in attendance at this evening's Board meeting. He told the Board that the District is improving its relationship with the Adams County Sheriff's Office, in part due to the working relationship District Investigations has with ACSO. The District has been asked to teach a few classes during the upcoming ACSO academy.

Attorney Report

Attorney Ferguson stated that the District continues to keep her and her firm very busy lately. She stated that it takes a village to care for the District and appreciates everyone's flexibility in working with our team.

President Lombardi asked Attorney Ferguson to please pass along to her colleagues ACFR's gratitude for all their recent help. He also wondered if, in the new year, the Board could meet some of the individuals they've worked with in person.

Report from the Board

President Lombardi – Happy Holidays, and thank you to everyone for all your hard work

Vice President DeMattee – nothing to report

Secretary Molinaro – nothing to report

Treasurer Ciancio – nothing to report

Assistant Secretary Domenico – apologies for missing Investigator Robison's graduation from the ACSO academy

Executive Session

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

Attorney Ferguson stated that the topics for discussion in this Executive Session constitute an attorney-client privilege discussion and will not be recorded.

The Board of Directors, Chief Garner, Deputy Chief Wood, and Attorney Ferguson went into Executive Session at 1:30 p.m. Director Ciancio excused himself at 1:48 p.m.

Director Molinaro made a motion to come out of Executive Session, seconded by Director Domenico. The motion passed unanimously.

The Board of Directors, Chief Garner, Deputy Chief Wood, and Attorney Ferguson left the Executive Session at 2:16 p.m.

Adjournment

With no further business to come before the Board, the meeting adjourned at 2:16 p.m.

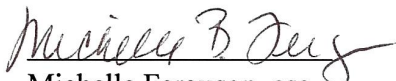


Ken Lombardi, President



Mario Molinaro, Secretary

I hereby attest that the information communicated during the Executive Session.



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).



Ken Lombardi, President