

**MINUTES**  
**NORTH METRO FIRE RESCUE DISTRICT (NMFRD)**  
**ADAMS COUNTY FIRE PROTECTION DISTRICT (ACFPD)**

**BOARD OF DIRECTORS JOINT SPECIAL MEETING**

**HELD AT ACFPD HEADQUARTERS**  
**1675 W 69TH AVE, DENVER, CO 80221**

The meeting was held in-person. Information regarding public participation in the meeting was posted on the NMFRD's website at least 24-hours in advance.

Date: April 23, 2024

**BOARD MEMBERS PRESENT:**

**NMFRD:**

Richard Miller, President  
Peter Billera, Vice President  
Richard Kondo, Treasurer  
Elizabeth Law-Evans, Secretary  
Patrick Browne, Asst. Secretary

**ACFPD:**

Ken Lombardi, President  
Michael DeMattee, Vice President  
Ken Ciancio, Treasurer  
Mario Molinaro, Secretary  
Joseph Domenico, Assistant Secretary

**STAFF PRESENT:**

**NMFRD:**

David Ramos, Fire Chief  
David Anderson, Deputy Chief, Support Services  
Jeff Bybee, Deputy Chief, Operations  
Mark Daugherty, Deputy Chief, Operations  
Lisa Willis, Chief Financial Officer  
Matt Horan, Planning Chief  
Steve Gosselin, Division Chief, Fire Prevention  
Amy Collins, Human Resources Manager  
Donna Hays, IT Manager  
Sara Farris, PIO

**ACFPD:**

Troy Patterson, Fire Chief  
Clinton Garner, Deputy Chief, Operations  
Dave Baldwin, Deputy Chief, Administration  
Corey Davidson, Captain/Accreditation Manager  
Bianca Ciancio, Finance and Accounting Associate  
Novella Land, Human Resources Generalist

**LEGAL COUNSEL:**

Dino Ross  
Michelle Ferguson

**A. Call to Order**

Mario Molinaro, ACFPD Board Secretary, called the joint Board of Directors meeting to order at 4:00 p.m.

**B. Roll Call**

Mario Molinaro took the roll call for both fire districts. All Directors were present.

**C. Moment of Silence for Fallen Firefighters to Date (President Lombardi, ACFPD)**

President Lombardi called for a moment of silence for the 23 fallen firefighters to date in 2024.

**D. Pledge of Allegiance by President Lombardi**

**E. Additions/Deletions to Agenda**

None.

**F. Approve Agenda**

A MOTION WAS MADE BY DIRECTOR KONDO AND SECONDED BY DIRECTOR LAW-EVANS TO ACCEPT THE AGENDA FOR NMFRD. THE MOTION PASSED UNANIMOUSLY.

**G. Public Comment (Agenda Items Only)**

None.

**H. Joint Presentations**

**1. Operations and Divisions Comparison**

Chief Horan and Captain Davidson reviewed population, response data, road network travel times and demographics of both fire districts.

Deputy Chiefs from both fire districts presented a comparison of the fire districts and reviewed challenges and opportunities for each division. The overarching sentiment is that although there are a few challenges that have already been addressed, both Operations and Administration believe that a merger could be successful.

The Boards took a short recess for dinner.

## **2. Financial Feasibility of Merger**

Lisa Willis, CFO of NMFRD, delivered a financial comparison of the two fire districts. She shared financial projections for both fire districts for the next five years. For ACFPD, the projections included the decrease in property taxes due to the lower merged mill levy.

Several board members asked clarifying questions to help better understand the statements, charts and graphs presented.

### **I. Other Board-to-Board Information Sharing**

President Lombardi noted that the purpose of this meeting was to gather information on operations and financial analysis. Chief Ramos discussed what would be involved in moving to Phase 2, including negotiating a combined Collective Bargaining Agreement for 2025 and looking into Administrative Staff positions and benefits. President Lombardi suggested a timeline to complete these negotiations by the end of July 2024.

The Boards would like to see a merged budget. CFO Willis agreed to present merged wages and benefits at the next joint Board meeting.

For 2025, each fire district would still develop and adopt its own budget. If the merger is approved, the merged fire district would have one budget for 2026.

The general consensus of the Boards was to allow the hiring of extra accounting consultant(s) to assist CFO Willis with the financial forecasting and analysis.

Attorney Ross noted that in order to be fully merged by January 1, 2026, the fire districts would need to petition the courts to move substantially all of the ACFPD properties into NMFRD by April 30, 2025, in order for the tax revenue from that property to be collected by the merged fire district commencing January 1, 2026. The fire districts would effectively operate as one fire district in 2025 while the legal filings are completed. The transfer of personnel would take place on January 1, 2026, mostly due to the requirements of benefits providers.

In addition to negotiating a unified Collective Bargaining Agreement, the attorneys would need to begin drafting a Pre-Inclusion Intergovernmental Agreement.

**J. Executive Session**

A MOTION WAS MADE BY DIRECTOR KONDO AND SECONDED BY DIRECTOR LAW-EVANS TO GO INTO EXECUTIVE SESSION AT 7:25 P.M. TO DISCUSS THE POTENTIAL MERGER PURSUANT TO C.R.S. 24-6-402(4)(E). THE MOTION PASSED UNANIMOUSLY.

A MOTION WAS MADE BY DIRECTOR KONDO AND SECONDED BY DIRECTOR BROWNE TO COME OUT OF EXECUTIVE SESSION AT 8:48 P.M. THE MOTION PASSED UNANIMOUSLY.

**K. Possible Action by One or Both Boards on Matters Related to Further Exploration of a Potential Merger**

A MOTION TO AUTHORIZE AND DIRECT CHIEF STAFF TO REOPEN THE 2023-2025 COLLECTIVE BARGAINING AGREEMENT AND NEGOTIATE JOINTLY WITH THE ADAMS COUNTY FIRE PROTECTION DISTRICT UNION WAS MADE BY DIRECTOR BILLERA AND SECONDED BY DIRECTOR LAW-EVANS. THE MOTION PASSED UNANIMOUSLY.

A MOTION TO AUTHORIZE AND DIRECT CHIEF STAFF TO CONTINUE WITH PHASE 2 DUE DILIGENCE IN CONSIDERATION OF A MERGER WAS MADE BY DIRECTOR KONDO AND SECONDED BY DIRECTOR LAW-EVANS. THERE WERE FOUR VOTES IN FAVOR OF THE MOTION, AND DIRECTOR BROWNE VOTED AGAINST THE MOTION. THE MOTION PASSED.

A MOTION TO DIRECT THE ATTORNEYS TO DRAFT THE PRE-INCLUSION INTERGOVERNMENTAL AGREEMENT FOR BOARD REVIEW WAS MADE BY DIRECTOR LAW-EVANS AND SECONDED BY DIRECTOR KONDO. THERE WERE FOUR VOTES IN FAVOR OF THE MOTION, AND DIRECTOR BROWNE VOTED AGAINST THE MOTION. THE MOTION PASSED.

**L. Recess/Adjournment**

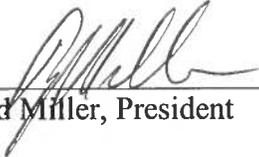
A MOTION TO ADJOURN THE MEETING WAS MADE BY DIRECTOR LAW-EVANS AND SECONDED BY DIRECTOR KONDO. THE MOTION PASSED UNANIMOUSLY.

The meeting was adjourned at 8:58 p.m.

  
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Richard Miller, President

  
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Elizabeth Law-Evans, Secretary

I hereby attest that the Executive Session discussion on the potential merger was confined to the topics authorized for discussion in Executive Session pursuant to C.R.S. §24-6-402(4)(e).

  
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Richard Miller, President