

**MINUTES  
BOARD OF DIRECTORS SPECIAL MEETING  
NORTH METRO FIRE RESCUE DISTRICT  
ADMINISTRATIVE HEADQUARTERS  
101 SPADER WAY, BROOMFIELD, CO 80020**

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

Date: May 23, 2024

**BOARD MEMBERS PRESENT:**

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

**STAFF PRESENT:**

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

**LEGAL COUNSEL:**

Dino Ross

**A. Call to Order**

President Miller called the Board of Directors meeting to order at 2:00 p.m. on May 23, 2024. He noted that Director Kondo was attending the meeting via telephone.

**B. Additions/Deletions to Agenda**

Heather Brown, Executive Administrative Assistant to Chief Ramos, asked to add Public Comment to the Agenda.

**C. Approve Agenda**

A MOTION WAS MADE BY PRESIDENT MILLER AND SECONDED BY DIRECTOR LAW-EVANS TO ACCEPT THE AMENDED AGENDA. THE MOTION PASSED UNANIMOUSLY.

**D. Executive Session (If Needed)**

Not needed.

**E. Discussion and possible action by the Board regarding the potential merger with Adams County Fire Protection District**

President Miller read the following statement on behalf of the Board:

The purpose of this special meeting is to provide a discussion by the Board, before the community, on the status of North Metro Fire Rescue District's potential merger with an outstanding partner, the Adams County Fire Protection District. As Board President, I have recently heard voices of concern from within the Board on whether to continue our due diligence on this effort or not.

With permission of the Board, I would like to summarize what I've heard expressed from Board members on the following two primary concerns. I ask that these comments be put into the meeting record and note that, other than legal counsel review, there was no staff input into their development.

Recent Colorado legislative actions regarding property taxes coupled with already approved and potential property tax directed ballot measures this fall have significantly dropped our overall confidence in future property tax revenue streams available to both existing districts. Also considering the significant merger related start-up costs already identified in our due diligence, plus a nearly 3 mill property tax revenue decrease that the Adams County Fire Protection District portion of this merger would experience, this Board is uncomfortable forecasting how these multiple factors will interact in the near term on overall property tax revenues. This could directly impact the merged District's ability to meet the emergency service needs of the citizens within the combined service area.

Next, a concern that has been expressed throughout this merger consideration is that both Districts have lost, and will continue to lose, key, experienced, senior staff (including both Chiefs) to retirement while this proposed merger is in process. The identification and selection of a suitable new Chief, either internally or externally, to lead this merged district at a critical juncture would be both challenging and uncertain for both Boards. While the Board was aware of this issue from the outset of our due diligence, we are increasingly uncomfortable about this loss of senior leadership and whether a suitable Chief candidate with the requisite experience for this merged District can be identified.

Of importance, our discomfort with the forecasts of significant near-term property tax revenue reductions, coupled with the loss of key senior leadership at both Districts, are out of our control to address in the near term. While these issues will clearly also impact each District separately,

our belief is that we can weather this potential storm easier as the existing North Metro Fire Rescue District rather than as a merged District.

At the Board's direction, he had shared these concerns with Ken Lombardi, President of the Adams County Fire Protection District Board of Directors.

Director Law-Evans agreed with the statement. She noted that Adams County Fire is a class organization and that their Board was thoughtful. From her perspective, the short- and long-term costs of the merger have continued to rise, due to factors outside the control of either organization. She did not see an immediate benefit at this time.

Director Billera agreed with Director Law-Evans. He noted that this is bittersweet. These reasons are enough to take pause to re-evaluate the viability of the merger at this time. He was blown away by the synergy between the two fire districts. He would like to revisit the merger down the road. He agreed with the statement read by President Miller.

Director Kondo is aligned with Directors Billera and Law-Evans. He was impressed by Adams County Fire organization. He agrees not to merge now, but possibly in the future.

President Miller noted that he had made friends with the Board members of Adams County Fire, especially President Lombardi. He appreciated the time he spent with them. He is making decisions to benefit the constituents. The Board is also faced with replacing the Fire Chief next year.

Director Kondo recognized both fire districts' staff for all their hard work, especially CFO Willis as well as Local 2203.

A MOTION TO IMMEDIATELY CEASE ANY FURTHER ACTIONS TOWARD A POTENTIAL MERGER WITH ADAMS COUNTY FIRE PROTECTION DISTRICT WAS MADE BY DIRECTOR LAW-EVANS AND SECONDED BY DIRECTOR KONDO. THE MOTION PASSED UNANIMOUSLY AFTER A ROLL CALL VOTE.

**F. Public Comment**

Ms. Bette Erickson stated that she is accustomed to public comment occurring before the vote is called. She had no comment.

Ms. Neola Roberts stated that she is a former Board member, when the District merged with Thornton Fire. She commented that mergers are a difficult process, expensive and time-consuming.

**G. Recess/Adjournment**

Chief Ramos will draft an internal communication for staff first. He would work collectively with Adams County Fire to put out a joint message to the public. He would incorporate the Board's comments into the statement.

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

The meeting was adjourned at 2:24 p.m.

  
Richard Miller, President

  
Elizabeth Law-Evans, Secretary