

**MINUTES  
BOARD OF DIRECTORS SPECIAL MEETING  
NORTH METRO FIRE RESCUE DISTRICT**

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

Date: February 4, 2025

**BOARD MEMBERS PRESENT:**

Richard Miller, President  
Peter Billera, Vice President  
Elizabeth Law-Evans, Secretary  
Richard Kondo, Treasurer  
Jenni Murphy, Assistant Secretary

**STAFF PRESENT:**

Amy Collins, Human Resources Manager

**A. Call to Order**

President Miller called the Board of Directors meeting to order at 7:45 a.m. on February 4, 2025.

**B. Additions/Deletions to Agenda**

None.

**C. Approve Agenda**

A MOTION WAS MADE BY DIRECTOR KONDO AND SECONDED BY DIRECTOR MURPHY TO APPROVE THE AGENDA. THE MOTION PASSED UNANIMOUSLY.

**D. Executive Session**

1. Discussions regarding the Fire Chief selection process and associated personnel matters pursuant to C.R.S. 24-6-402(4)(f).

A MOTION WAS MADE BY DIRECTOR BILLERA AND SECONDED BY DIRECTOR LAW-EVANS TO GO INTO EXECUTIVE SESSION AT 7:46 A.M. TO DISCUSS THE FIRE CHIEF SELECTION PROCESS AND ASSOCIATED PERSONNEL MATTERS PURSUANT TO C.R.S. 24-6-402(4)(F). THE MOTION PASSED UNANIMOUSLY.

This matter did not involve advice of legal counsel and therefore was recorded.

A MOTION WAS MADE BY DIRECTOR LAW-EVANS AND SECONDED BY DIRECTOR KONDO TO COME OUT OF EXECUTIVE SESSION AT 3:53 P.M. THE MOTION PASSED UNANIMOUSLY.

2. Possible action on the matter discussed in executive session.

President Miller announced that Director Billera would not be joining the Board for the end of day public meeting. He had been present throughout the interviews and discussions. His opinions were in sync with his fellow Board members.

President Miller noted that the Board had spent the last two days, with assistance of HR Manager Collins and Executive Administrative Assistant Heather Brown, conducting interviews of seven candidates for Fire Chief of North Metro Fire Rescue District. The Board enjoyed the experience of talking to all seven candidates. The Board was impressed with the caliber of candidates. The Board had made a decision after due deliberations to advance certain candidates. The candidates were assigned a number for anonymity purposes. This number would be used to identify candidates advancing and those who were not advancing at this point.

A MOTION TO ADVANCE CANDIDATE NUMBER 57 WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR KONDO. MS. BROWN CONDUCTED A ROLL CALL OF ALL THE BOARD MEMBERS PRESENT, AND ALL FOUR BOARD MEMBERS VOTED YES IN FAVOR. THE MOTION PASSED UNANIMOUSLY.

A MOTION TO ADVANCE CANDIDATE NUMBER 61 WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR KONDO. MS. BROWN CONDUCTED A ROLL CALL OF ALL THE BOARD MEMBERS PRESENT, AND ALL FOUR BOARD MEMBERS VOTED YES IN FAVOR. THE MOTION PASSED UNANIMOUSLY.

A MOTION TO ADVANCE CANDIDATE NUMBER 56 WAS MADE BY DIRECTOR MURPHY AND SECONDED BY DIRECTOR KONDO. MS. BROWN CONDUCTED A ROLL CALL OF ALL THE BOARD MEMBERS PRESENT, AND ALL FOUR BOARD MEMBERS VOTED YES IN FAVOR. THE MOTION PASSED UNANIMOUSLY.

Candidates numbered 55, 58, 60 and 62 did not receive motions to advance.

President Miller thanked HR Manager Collins and Ms. Brown again for their help in the process. He stated that the District had an outstanding candidate pool to advance to the next level. He asked HR Manager Collins to make contact with the candidates advancing for the next interview on February 20.

President Miller noted that Director Kondo had a conflict in the morning of February 20 and asked HR Manager Collins to schedule around that.

President Miller asked to hold February 21 in reserve in the case of inclement weather or other needs.

Director Kondo commented that all the candidates had brought great credentials and life experience to their interview. He noted that it was difficult to narrow the field. He shared that the pool of candidates was rich and talented. He was thankful to the Board members to have had conversations to select the best candidates to advance.

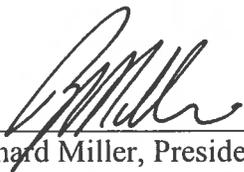
President Miller agreed that there was good competition among the candidates.

HR Manager Collins thanked the Board for their participation.

**E. Recess/Adjournment**

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

The meeting was adjourned at 4:03 p.m.

  
Richard Miller, President

  
Elizabeth Law-Evans, Secretary

I hereby attest that the Executive Session, which was recorded, was confined to the topics authorized for discussion in Executive Session pursuant to C.R.S. §24-6-402(4)(f).

  
Richard Miller, President