

MINUTES
BOARD OF DIRECTORS REGULAR 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: March 20, 2025

BOARD MEMBERS PRESENT:

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

STAFF PRESENT:

David Ramos, Fire Chief
Mark Daugherty, Deputy Chief, Operations
Lisa Willis, Chief Financial Officer
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 March 20, 2025.

B. Pledge of Allegiance by Director Kondo

C. Additions/Deletions to Agenda

None.

D. Approve Agenda

A MOTION WAS MADE BY DIRECTOR LAW-EVANS AND SECONDED BY DIRECTOR BILLERA TO APPROVE THE AGENDA. THE MOTION PASSED UNANIMOUSLY.

President Miller noted that the Board would likely deliberate for some time until they have reached a constructive end to the deliberations. They would then exit Executive Session with 30 minutes notice to Staff.

E. 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 MURPHY TO GO INTO EXECUTIVE SESSION AT 2:05 P.M. FOR DISCUSSIONS REGARDING THE FIRE CHIEF SELECTION PROCESS AND ASSOCIATED PERSONNEL MATTERS PURSUANT TO C.R.S. 24-6-402(4)(F). THE MOTION PASSED UNANIMOUSLY.

A MOTION WAS MADE BY DIRECTOR LAW-EVANS AND SECONDED BY DIRECTOR KONDO TO COME OUT OF EXECUTIVE SESSION AT 6:59 P.M. THE MOTION PASSED UNANIMOUSLY.

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

President Miller noted that the Board had discussed the Fire Chief selection.

Director Kondo thanked the Board for a robust and rich conversation. He also thanked staff, line, the community and subject matter experts from Northglenn and the City and County of Broomfield. He had served on the Board for a short time. He looked at documented fact patterns and stacked candidate attributes against requirements and board-perceived North Metro Fire needs. He felt strongly that negative information needed to be backed up by documentation and not hearsay. He used the four Cs to ground decision making: Competence, Character, Chemistry and Culture/Family. He valued someone who could navigate some very uncertain troubled waters.

Director Law-Evans thanked everyone involved in the process, specifically Chief Ramos. She noted that any Fire Chief following Chief Ramos would have big shoes to fill. She also thanked President Miller for leading the Board through the tough process. She stated that she thinks there are challenges coming for governmental entities. She stated that the Board engaged in good faith discussions. She noted that this was not an easy decision, even though there are two extremely good candidates. She stated that the district is at the pinnacle right now. She believes that the leader for the future is a different kind of leader for the upcoming threats and external pressures that could impact the organization negatively. She foresees a dramatic change in income stream. She also sees looming political issues. She thinks a different type of leader is needed. She stated

that she is impressed with Chief Daugherty, and she sees his passion and dedication for North Metro Fire. She believes Chief Daugherty is the Chief of the future of this organization, but not the Chief right now. She thinks it's important to have a different mentorship to acquire new skills. She stated that she thinks Chief Slamon is in a position to lead the organization for the next period of time to give Chief Daugherty time to grow. She is confident that Chief Slamon with his extensive experience and his knowledge base and bringing his different point of view to this organization for a period of time will be very beneficial for the organization.

Director Billera expressed gratitude to all involved in the process.

Director Murphy stated that she has every confidence in the North Metro Fire family and in the leadership that everyone provides in their job, sworn and not sworn. She doesn't believe that there is a threat or change coming that employees couldn't handle.

President Miller thanked all 30 of the candidates who applied for the Fire Chief position. He congratulated Chief Daugherty and Chief Slamon for making it to the finals. He thanked HR Manager Collins and Attorney Ross for their help. He also thanked Chief Ramos.

MOTION TO EXTEND A CONDITIONAL OFFER OF EMPLOYMENT AS THE FIRE CHIEF OF NORTH METRO FIRE RESCUE DISTRICT TO SEAN SLAMON WAS MADE BY PRESIDENT MILLER AND SECONDED BY DIRECTOR LAW-EVANS.

Roll Call Vote:

Billera	No
Kondo	Aye
Law-Evans	Aye
Miller	Aye
Murphy	No

The motion passed.

President Miller congratulated Chief Slamon.

G. Recess/Adjournment

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

The meeting was adjourned at 7:30 p.m.



Richard Miller, President



Elizabeth Law-Evans, Secretary