

**Regular Meeting of West Douglas County Fire Protection District Board of Directors
March 25th, 2025**

This meeting was called to order at 6:37 by Mark Adams. Board members present: Mark Adams, John Krey, Milly Christmann and Whitney Vincent. Attorney Dakota Spence and Fire Chief John Oravez were present. Several West Douglas Firefighters and members of the public were also in attendance, including three future Board Members: Erica Ford, Brad Laurain, and Kathy Tourney.

Motion		
Approved Minutes of Previous Meeting	Motion made and seconded	Passed
Approved Treasure’s Report	Motion made and seconded	Passed
Approved Chief’s Report	Motion made and seconded	Passed
Approved Opening Multiple Executive Sessions	Motion made and seconded	Passed
Approved Closing Multiple Executive Sessions	Motion made and seconded	Passed
Approved Stacey Horne Resigning and Erica Ford Fulfilling the Remainder of Her Term	Motion made and seconded	Passed
Approved John Krey Resigning and Brad Laurain Fulfilling the remainder of His term	Motion made and seconded	Passed

Minutes of Previous Meeting

Stacey Horne requested a change to last month’s minutes. She was not involved in approving the action of selling a chainsaw to Alex Horne. Amended to show Whitney Vincent.

Action: Approved February’s Meeting Minutes: John Krey approved; Whitney Vincent seconded

Treasure’s Report:

Review of Balance Sheet

Review of Profit & Loss Budget vs. Actual: April, May and June revenue will ramp up.

Review of Transaction Detail

Review of Reconciliation Detail: May need to amend ’25 budget due to tender expenses

Balance sheet: Should balance with additional revenue coming in.

Rosenbauer check cleared account.

Action: Approved Treasurer’s Report: Approved Milly Christmann; Seconded John Krey

Chief’s Report

A little slower month, in part due to shorter month. 9 calls total. Achieved favorable response times.

Action: Approved Chief’s Report: Approved Milly Christmann; Seconded Stacey Horne

Public Comments

Jason Staadt: Full support of John Oravez. Thinks Chief was undermined by Board. Believes Board also delayed action on pension improvements and Medicare. Believes Board doesn't stand behind John Oravez. Asked for Board to step down and for newly elected Board to take over.

Kevin Telfer: Echoed Jason's comments. Said the new Board has a well thought out proposal and the department is facing critical issues at hand.

Brad Laurain: Is a future board member. He and Kathy Tourney have prepared a 30-60-90 day plan. He said he supports John Oravez.

Kathy Tourney: Said the Board doesn't know firefighter's names.

Erica Ford: Is a future Board member and is excited to start.

Willson Christner: Supports John Oravez. Thinks the Department is much better than three years ago.

Tom Miller: Was on the Board for eight years. He said he made an effort to meet firefighters and vice versa.

John Stahley: John Oravez has built a strong culture with safety and advancements.

Natalie Ott: This Department is everything to John Oravez and his family.

Cory Degen: John Oravez has his support. The Department is better now.

April Gallagher: Has support for John Oravez.

Breanna Smith: Has full support for John Oravez.

Board Member Milly Christmann spoke. Liked Tom Miller's message because of the cooperation. Asked if firefighters will be able to work with her.

Open Session to Replace Executive Session pursuant to §24-6-402(4)(f), C.R.S. §24-6-402(4)(f), C.R.S., Personnel matters, identifying the person or position to be discussed.

Action: John Krey motioned to enter into open executive session, Whitney Vincent seconded
Milly Christmann has been working on finalizing the employee manual.

Mark Adams read through the working draft of Expectations for the Chief.

John Oravez questioned the exempt clause. Said he doesn't have two full time employees, so he is non-exempt. Board will continue to verify status with legal counsel. John Oravez also wants to consult legal counsel.

Erica Ford asked if there are rules that govern the Board.

Katie Ross asked which is the governing document: Manual of Rules or Employee Handbook?

John Oravez says he's on board with the Expectations but will question the exempt clause.

Action: Move to close Open Executive Session: Approved Whitney Vincent; Seconded Stacey Horne

7:24 p.m.: Close of Open Executive Session

Executive Sessions

Action: Move to open First Executive Session: Approved John Krey; Seconded Milly Christmann

Moved to finalize Chief Expectations Document in an Executive session with Attorney Dakota Spence pursuant to C.R.S. § 24-6-402(4)(b) to receive legal advice on specific legal questions regarding matters discussed during executive session regarding the Fire Chief.

7:26 p.m.: First Executive session begins

8:01 p.m.: First Executive session closed

Action: Move to close First Executive Session: Approved Milly Christmann; Seconded Whitney Vincent

Action: Move to open Second Executive Session: Approved Mark Adams; Seconded Stacey Horne

Moved to open Executive session pursuant to C.R.S. § 24-6-402(4)(b) to receive legal advice from Attorney Dakota Spence on specific legal questions regarding personnel manual.

8:03 p.m.: Second Executive session begins

8:31 p.m.: Second Executive session closed

Action: Move to close Executive Session: Approved Whitney Vincent; Seconded Milly Christmann

Full meeting reconvened at 8:34 p.m.

New Business

Proposal to form a personnel committee to finalize, merge and adopt employee handbook and rules manual. Mark Adams moved that Whitney Vincent and Milly Christmann be on that committee. Stacey Horne seconded.

Agenda/Board packet process: Milly Christmann proposed agenda/board packet be taken over by board. Decided that Board will begin putting together the Agenda/Board packets going forward. Milly Christmann discussed possible new meeting timing. After surveying future board members, decided that meetings will remain at 6:30 pm.

John Krey moved that the committee will review, consider and adopt the employee manual. Whitney Vincent seconded.

John Oravez reported on the insurance claim on the personal vehicle of a volunteer fire fighter. The claim process is going well. Firefighter Cory Degen will be made whole by insurance. No significant damage to medic.

Old Business

FPPA: Death benefit piece. Pension board should handle this. Whitney Vincent will follow up. Board Election update: Election cancelled as there were exactly four people running for four open Board member positions. Transition starts May 6, 2025. New Board members will read oath at that time.

Station 134 roof repairs complete. Still have black mold to be addressed.

Tactical tender 131: Hope to have in service mid next month.

Nothing new on water tank project.

Digital sign: Lowe's put in for a Hometown Heroes grant. Design of sign: Suggestion to reach out to community for input.

W2 hire proposition: Kathy Tourney and Katie Ross questioned progress on this.

Action: Stacey Horne announced she is resigning one month early and nominated Ford to fill out balance of her term, as a good will gesture that the new board should start working as soon as possible. Milly Christmann motioned and Whitney Vincent seconded.

Action: Board meeting continued to Thursday March 27 at 6:30 p.m. so that Erica Ford can be sworn in. Whitney Vincent motioned and John Krey seconded.

The regular March meeting was continued at 6:31pm on March 27th. A quorum of the Board of directors was met with Whitney Vincent, John Krey and Mark Adams in attendance as well as Chief John Oravez and Erica Ford.

New Board member Erica Ford read her Oath of Office. Whitney Vincent witnessed the document. John Oravez forwarded the documents to the attorneys immediately after the meeting.

John Krey announced that he would be tendering his resignation as a Board member at the end of the day.

Whitney Vincent makes a motion for Mark and John Krey to resign immediately, allowing the new board to take over and to start the transition early. John Krey agrees to resign, effective at the end of the day to maintain quorum. Whitney Vincent made a motion to appoint Brad Laurain to fulfill the remaining term of John Krey. John Krey seconded the motion. All present board members accepted the motion, there was no one in opposition.

Action: Approved Whitney Vincent, John Krey

The meeting concludes with Whitney Vincent making a motion for transition and Marks consideration of resignation, which Mark considers adding as an emergency item

***Meeting closed at 6:38 – Approved: JK, WV**

2025 Board of Directors Meeting Dates (* indicates pension board meeting)

4/22

5/27*

6/24 – Stn 1

7/22

8/26*

9/23 – Stn 2

10/28

11/25*

12/9

*These minutes were completed by Stacey Horne, Mark Adams and Zoom AI. Katie Ross organized them onto this document.

*Change made 6/24/25 at request of Board that Kathy Tourney said previous board did not know firefighter's names – not that the board was lousy.