

## RECORD OF PROCEEDINGS

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### West Metro Fire Protection District Board of Directors Meeting October 21, 2025

#### I. CALL TO ORDER

The regular meeting of the West Metro Fire Protection District board of directors was called to order by President Bill Clayton at 6:00 p.m. This meeting was held in accordance with the applicable statutes of the state of Colorado, at West Metro Fire Protection District's Administrative Office Building, at 433 South Allison Parkway, Lakewood, Colorado, and available remotely via Teams.

#### II. ROLL CALL

President Bill Clayton	Present
Vice President Carolyn Wolfrum	Present
Secretary Don Sherman	Present
Treasurer Amira Watters	Present
Director Steven Haire	Present
Director Mike Williams	Present
Director Joe Zimmermann	Present

Also present were Fire Chief Jeremy Metz; Deputy Chief Gary Armstrong; Deputy Chief Steve Aseltine; Deputy Chief Todd Heintz (remote via Teams); Deputy Chief Mike Kirkpatrick; Ms. Adele Reester, Esq. (remote via Teams); Captain Mike Mulcahy representing IAFF Local #1309 (arrived at 6:20 p.m.); Mr. Bruk Mulaw; and, Ms. Jennifer Wheaton as recording secretary.

#### III. PLEDGE OF ALLEGIANCE & MOMENT OF SILENCE

President Clayton led the Pledge of Allegiance and requested a moment of silence to honor all fallen firefighters.

#### IV. REVIEW OF MINUTES

A. Minutes of September 23, 2025

**MOTION: It was moved by Mike Williams and seconded by Amira Watters to approve the minutes of the regular meeting of the board of directors dated September 23, 2025, as presented. The motion was voted upon and carried.**

#### V. PUBLIC COMMENT

None.

## VI. REPORTS

### A. Report of the Fire Chief – Fire Chief Jeremy Metz

#### 1. Whole Blood Presentation – Dr. Zach Louderback

The District's medical director, Dr. Zach Louderback, presented information about the use and administration of pre-hospital whole blood products in trauma and other field emergencies involving severe bleeding. He described the evolution of pre-hospital trauma care over the years and identified recent developments in military practices to administer early lifesaving blood transfusions, which are influencing trauma response in emergency medicine in the civilian world. He cited promising data coming from pioneering programs in both the San Antonio and New Orleans areas that have implemented pre-hospital whole blood products with successful outcomes, noting that this intervention could be revolutionary in the future of emergency medicine. West Metro will begin to acquire the necessary equipment, implement procedures, and deliver training on whole blood products for a proposed program launch in June 2026. Dr. Louderback noted that this topic is still emerging and that by carrying whole blood products, West Metro would be at the forefront of a program of this type. EMS Division Chief Jasen McConaghy added that at this time, the whole blood will be placed on two response apparatus, evenly positioned throughout the District. This program will be largely funded by a grant from the Common Spirit Foundation.

#### 2. Impact Fee Study

Chief Metz updated the board on the process to select a consultant to conduct the impact fees study for the District, resulting in the selection of the company, BBC Research. The study will take approximately four months to complete. Chief Metz will schedule BBC Research to attend a future board meeting to discuss the results of the study.

#### 3. USAR Update

The FEMA USAR Branch is considered essential and would not be furloughed during the government shutdown, making CO-TF1 available for deployment in the event of a disaster.

#### 4. Wheat Ridge Urban Renewal Authority (WRURA) Update

Ms. Wolfrum has been selected as the Special Districts' representative to the WRURA. She will be attending a WRURA meeting next week and will report back to the board on the latest developments affecting the Wheat Ridge area.

5. Engineer Pumping Exam Update

During the 2025 Engineer Promotional Exam process, the examiners experienced a technical difficulty during the first day of the pumping exercise. The examiners were not able to correct the problem during the allotted time for the exam process, resulting in some candidates being tested and others not tested. Two candidate protests were filed with the Civil Service Committee. The Civil Service Committee made the decision to re-test the pumping portion of the exam at the earliest appropriate opportunity, which will be in May 2026.

6. Fire Leadership Challenge Conference

Chief Metz updated the board on the Fire Leadership Conference that is going on this week in Keystone, Colorado. Later this week, the Gary Briese Leadership Award will be awarded to Retired Fire Chief Don Lombardi.

B. Finance – Finance Director Bruk Mulaw

1. August 2025 Financial Statements

Mr. Mulaw reviewed the August 2025 financial statements which will be brought to the board for approval at the November 18, 2025 meeting.

C. Chief of Staff – Deputy Chief Mike Kirkpatrick

1. Chief of Staff Update

The Board Policy and District Bylaws update process is moving forward. Ms. Watters and Mr. Haire, along with Chiefs Metz and Kirkpatrick and Ms. Reester, will be meeting next week to complete the review process in preparation for the full board review and approval at the December board meeting.

D. Administration – Deputy Chief Todd Heinl

1. Administration Update

The radio systems administrator position has been posted with plans to select a candidate for onboarding by early December. This timeframe will allow adequate time for training and transition with the current radio specialist, Steve Kabelis before his retirement.

The construction project on the Reserve Apparatus Storage facility has been delayed. The project is scheduled to be completed by July 2026.

Three new medic units are expected to be delivered in mid-November. After equipment and decals are applied to the apparatus, the medic units will be placed at Stations 8, 10, and 12. Additionally, two engines and a brush truck are on track for delivery in January 2026.

E. Operations – Deputy Chief Gary Armstrong

1. Operations Update

Chief Armstrong reviewed notable calls in recent weeks, including a call to Red Rocks Community College to care for a student in the EMT program with a medical emergency. The instructors of the program noted the exceptional care given by the responding crew and specifically named West Metro Firefighter Charlie Mengel in a letter to the District, recognizing the treatment and care provided during the incident.

Chief Metz added that he had also received great feedback from Jeffco Sheriff Marinelli regarding West Metro's incredible response and professionalism during the Evergreen High School shooting that occurred in September.

F. Life Safety – Deputy Chief Steve Aseltine

1. Comprehensive Project Report – Electronic Report

2. 30<sup>th</sup> Annual Family Fire Muster

Chief Aseltine thanked the board members for attending this year's Muster. A full report will be provided at the November 18, 2025 board meeting by the Community Risk Reduction Manager, Erin Bravo.

G. Other Matters

None.

H. Report of Legal Counsel – Adele Reester, Esq.

Ms. Reester has been working with Chief Kirkpatrick on the revision and update of several board policies. The remainder of the legal report will be provided during executive session.

I. Report of the President – President Bill Clayton

Mr. Clayton thanked the board members who attended the Muster earlier this month.

Retired Fire Chief Don Lombardi was appointed by Governor Polis as a Fire and Police Pension Association (FPPA) board member, representing the retired firefighter/retired police officer seat on the board.

J. Treasurer's Report – Treasurer Amira Watters

1. July 2025 Financial Statements

**MOTION: It was moved by Amira Watters and seconded by Steven Haire to approve the July 2025 financial statements as presented. The motion was voted upon and carried.**

K. Report of the Union – Captain Mike Mulcahy

Captain Mulcahy also acknowledged the governor's appointment of Retired Fire Chief Don Lombardi to the FPPA board, noting the benefit this brings to the District by having someone as knowledgeable and capable as Chief Lombardi to represent the fire service on the board with the ultimate goal of maintaining a healthy fund.

Captain Mulcahy thanked the board negotiating committee for their time, effort, and preparatory work on the 2026 Local 1309 Working Agreement.

L. Report of Civil Service Committee – Secretary Don Sherman

Mr. Sherman reported on the October 14, 2025 Civil Service Committee meetings. The next meeting of the CSC is scheduled for November 4, 2025.

## VII. OLD BUSINESS

A. Red Rocks Property Service Agreement – Deputy Chief Gary Armstrong

**MOTION: It was moved by Joe Zimmermann and seconded by Carolyn Wolfrum to approve the Second Amendment to the Red Rocks Property Fire Cooperative Agreement as presented. The motion was voted upon and carried.**

B. Golden Enhanced Mutual Aid Intergovernmental Agreement (IGA) Update – Fire Chief Jeremy Metz

The details of the agreement are still being finalized. Chief Metz anticipates a final version of the agreement to be available for the board's consideration at the November 18, 2025, board meeting.

C. IAFF Local 1309 Working Agreement 2026 Update – Mr. Don Sherman and Mr. Mike Williams

This agenda item will be discussed in executive session.

## VIII. NEW BUSINESS

### A. 2026 Budget Presentation – Fire Chief Jeremy Metz

Chief Metz presented the 2026 budget. Items of note included the balancing of changes in funding with expenditures; budgeting approximately \$19 million from reserves to fund capital projects (primarily for new Fire Station 18); the proposed 2026 apparatus replacement fund that includes the purchase of an aerial apparatus; the proposed hiring of 25 additional firefighters; two new lieutenant positions; two new civilian positions; and increasing EMS transport rates. Chief Metz also noted the proposal of staffing model changes that result in cost savings, and an anticipated 11% increase in the health insurance premiums in 2026. The public hearing for the budget will be held at the November 18, 2025 board meeting, and the board will be asked to approve the budget at the December 2, 2025 board meeting.

## IX. BOARD BRIEFS

### A. General Contractor Selection for Class A Site Prep at Training Center – Deputy Chief Todd Heint

### B. 3M Scott Amendment for the Service and Lease Agreement – Deputy Chief Todd Heint

### C. AEV Medic Apparatus Purchase Requests – Deputy Chief Todd Heint

### D. Pierce Aerial Apparatus Purchase Requests – Deputy Chief Todd Heint

## X. OTHER MATTERS

None.

## XI. EXECUTIVE SESSION

**MOTION: At approximately 9:02 p.m., it was moved by Joe Zimmermann and seconded by Don Sherman to enter into executive session pursuant to Section 24-6-402(4)(f) C.R.S. for purposes of discussing a personnel matter regarding Fire Chief Jeremy Metz; pursuant to Section 24-6-402(4)(b) C.R.S. for purposes of consulting with the District’s attorney on the issue of a litigation update on the Braning matter; and, pursuant to Section 24-6-402(4)(e) C.R.S. for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators regarding the Working Agreement with the Local 1309.**

### A. Personnel Matter with the Fire Chief

The board was in executive session on this matter from 9:02 p.m. until 10:00 p.m.

B. Braning Matter

The board was in executive session on this matter from 10:00 p.m. to 10:07 p.m.

C. IAFF Local 1309 Working Agreement 2026

The board was in executive session from 10:07 p.m. to 11:05 p.m.

**MOTION: At approximately 11:05 p.m. it was moved by Carolyn Wolfrum and seconded by Steven Haire to resume the regular board meeting of the West Metro Fire Protection District. The motion was voted upon and carried.**

President Clayton announced that no motions were made nor were any votes taken. President Clayton requested and received consensus for the Negotiations Committee to move forward with negotiations with the union representatives for the 2026 Local 1309 Working Agreement within the parameters discussed in the executive session.

## **XII. ADJOURNMENT**

**MOTION: There being no further business to be presented it was moved by Mike Williams and seconded by Amira Watters to adjourn the regular meeting of the West Metro Fire Protection District board of directors. The motion was voted upon and carried.**

The meeting adjourned at 11:09 p.m.

Recording Secretary: /s/ Jennifer Wheaton  
/s/ Don Sherman

## **CERTIFICATION OF EXECUTIVE SESSION**

On October 21, 2025, it was duly moved and seconded that the West Metro Fire Protection District Board of Directors enter into an executive session pursuant to § 24-6-402(4)(b) C.R.S. for legal advice regarding a litigation update for the Branning matter, such advice constituting privileged attorney-client communications in the opinion of Ms. Reester. The motion carried unanimously, and the Board entered into an executive session from 10:00 p.m. until 10:07 p.m.

## **CERTIFICATION BY REGISTERED ATTORNEYS**

I, Adele L. Reester, Reg. No. 28549, hereby certify that the executive session was devoted to providing specific legal advice and answering specific legal questions from the Board of Directors regarding the litigation update, and that all such communications were privileged under applicable Colorado law and Supreme Court rules.



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Adele L. Reester