

RECORD OF PROCEEDINGS

West Metro Fire Protection District
Board of Directors Meeting
January 20, 2026

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 – Remote Via Teams
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; Deputy Chief Mike Kirkpatrick; Ms. Adele Reester, Esq.; Captain Mike Mulcahy representing IAFF Local #1309; 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 December 2, 2025

MOTION: It was moved by Don Sherman and seconded by Mike Williams to approve the minutes of the regular meeting of the board of directors dated December 2, 2025, as presented. The motion was voted upon and carried.

V. PROMOTIONS

A. Promote Michael Worcester and Toby Hood to the Rank of Lieutenant, Effective January 5, 2026 – Fire Chief Jeremy Metz

MOTION: It was moved by Amira Watters and seconded by Joe Zimmermann to promote Michael Worcester and Toby Hood to the rank of

lieutenant, effective January 5, 2026. The motion was voted upon and carried.

VI. OATH OF OFFICE FOR LIEUTENANT MIKE WORCESTER AND LIEUTENANT TOBY HOOD

VII. CITIZEN AWARD

- A. Presentation of Citizen Award to Chris Brown – Fire Chief Jeremy Metz

RECESS

At approximately 6:20 p.m., President Clayton announced the board would take a 15-minute recess to congratulate the newly promoted employees and citizens, and would reconvene the regular meeting of the West Metro Fire Protection District Board of Directors at 6:35 p.m.

VIII. PUBLIC COMMENT

None.

IX. REPORTS

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

1. USAR Update

The District is still awaiting the final reimbursement payments from the federal government for the CO-TF1 deployments associated with the 2024 Hurricane Helene Deployment, the 2025 Texas Floods Deployment and the 2025 Tennessee Weather Event Deployment. With deployments increasing in frequency in recent years, it has become very difficult for the District to budget for the expenses associated with these deployments. Additionally, the reimbursements, while confirmed, are delayed by months due to federal government staffing limitations, causing reimbursement payments to cross over into the next calendar year before reimbursement is received. Mr. Mulaw has a board brief related to the CO-TF1 Special Revenue Fund for the board to consider later in the agenda. The District is awaiting approximately \$1.5 million in reimbursements from the federal government.

Chief Metz will be meeting with the CO-TF1 participating agency chiefs on January 28, 2026. Topics will include the state of the task force, budget, and training.

Division Chief John Grothe has announced his retirement in 2026 which will create a vacancy in the manager position at CO-TF1. Chief Metz is considering options for Chief Grothe's replacement. Possible options could result in an organizational chart change at a future board meeting.

2. Accreditation Update

a. Annual Program Appraisals

West Metro is in the process of preparing the 2025 Annual Program Appraisals, which is an evaluation of each area of the organization to review the past, present, and future of each program. West Metro has over 30 different programs that the District's leaders are currently appraising through this process.

3. Shift Change Time

On January 7, 2026, the District adjusted the shift start time for line personnel from 7:00 a.m. to 9:00 a.m. after a vote by the uniformed employees to make this change. The new time is part of a one-year trial to determine if a later start to the day will be beneficial for firefighter sleep and recovery. Early feedback on this change has been positive. Assistant Chief Mike Binney has led the effort to study sleep and recovery in the fire service and will be using biometric data to evaluate these metrics on the new schedule. After the data collection phase has concluded, Chief Binney will present findings to the board.

4. Wildfire Resiliency Code

Captain Dan Wenger has been evaluating the state and local wildfire resiliency codes in preparation for the District to adopt a new code. Captain Wenger will attend the February board meeting to provide a presentation on this topic, including the options to adopt the State and possibly the Jefferson County Wildfire Resiliency Code.

5. Revenue Stabilization Strategy

With recent changes in state legislation affecting the District's revenue, at a time when the cost of apparatus and equipment is accelerating, Chief Metz discussed a plan to thoroughly evaluate the District's revenue sources to develop a strategy for future revenue stabilization. Preliminary work with consultants has resulted in a recommendation to assemble a Community Advisory Group (CAG), a group of community members who have knowledge about West Metro and the fire service through their work and engagement in the community. Through a schedule of four meetings, the CAG will receive information on the current state of the District, including the financial outlook, long-term needs of the District, and polling results, and will evaluate potential solutions for financial sustainability, such as sales tax, mill levy, bond, impact fees, and service cuts. The objective of the CAG is to make a recommendation to the board on options for actions the board can take to ensure future financial sustainability. The recommendation by the CAG, along with detailed information about the financial state of the District will be provided to the

board at the April 25, 2026 Special Meeting - Study Session. A second Study Session will occur on July 11, 2026, to receive polling results on voter sentiment from the consultant group. This 2026 schedule of events is designed to provide sufficient time and information for the board to determine whether the District will participate in the November 2026 coordinated election, and, if so, to determine which ballot issue or question to present. Chief Metz would like two board members in attendance as observers at the CAG meetings. The first of the four CAG meetings will be held on February 18, 2026, at the Training Center.

6. Colorado Firefighter Heart, Cancer & Behavioral Health Trust

Chief Metz was recently appointed as a trustee of the Colorado Firefighter Heart, Cancer, and Behavioral Health Trust, with his first meeting as trustee scheduled in February.

B. Finance – Finance Director Bruk Mulaw

1. October and November 2025 Financial Statements

Mr. Mulaw reviewed the October and November 2025 financial statements which will be brought to the board for approval at the February 17, 2026 meeting.

C. Chief of Staff – Deputy Chief Mike Kirkpatrick

1. Chief of Staff Update

The first round of interviews for the new digital media specialist position has concluded. Chief Kirkpatrick noted the high-quality candidates in the process.

The administrative procedures review process will resume next month. The review process is expected to take several months to complete.

The replacement for the employee appraisal process is moving forward. Chief Kirkpatrick is working through some systems and compatibility needs for the new appraisal program.

The impact fees report is still pending and is anticipated to be complete in the coming weeks. The board will receive a presentation on the impact fees study at the April 25, 2026 Study Session.

D. Administration – Deputy Chief Todd Heinl

1. Administration Update

The updated EMS billing rates went into effect on January 1, 2026.

Three new ambulances were delivered to the District this month. The ambulances were placed at Stations 8, 10, and 12. Two engines are expected to be delivered in the month of April.

The application process for firefighter recruit has closed. The District received 777 applications. The written test period is scheduled to occur February 2-13, 2026, and oral boards are scheduled for March 9-13, 2026.

Chief Heintz welcomed new applications administrator, Vanessa Barclay, to the board.

E. Operations – Deputy Chief Gary Armstrong

1. Operations Update

Chief Armstrong reported that the District responded to over 40,000 calls in 2025. He also highlighted notable calls that occurred over the last month, including a multi-casualty auto accident involving the Central High School wrestling team from Grand Junction with varying levels of injuries, five being critical. Another notable call involved a structure fire where the drone program was utilized to respond to and visualize the scene aerially, showcasing the benefits of the drone as a first responder in these early stages of the program.

F. Life Safety – Deputy Chief Steve Aseltine

1. Comprehensive Project Report – Electronic Report

Chief Aseltine updated the board on the status of two juvenile arson cases.

The new reporting system, National Emergency Response Information System (NERIS), was fully implemented on January 1, 2026. Chief Aseltine reported that some of the District's data points are not aligning with the new system. This will likely result in some minor changes to the Life Safety Division's monthly board report in the coming months until a fix is made.

G. Other Matters

Chief Metz presented Deputy Chief Gary Armstrong with a years of service pin, marking Chief Armstrong's 40 years of service to the District.

The Uniforms SPT recently made some changes to the way credentials and service medals are displayed. Changing the display from being worn on Class B to Class A uniforms.

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

The legislative session has begun. Ms. Reester will keep the board informed of any legislation coming out of the legislative session that would affect the District.

I. Report of the President – President Bill Clayton

With major decisions on the horizon for the board this year, President Clayton thanked the board for prioritizing the needs of the District in the coming months by attending special meetings and other circumstances that arise.

J. Treasurer’s Report – Treasurer Amira Watters

No report.

K. Report of the Union – Captain Mike Mulcahy

Captain Mulcahy thanked those who attended the Union Holiday and Awards Party last month.

Captain Mulcahy also noted that the Thank You message boards displayed in the boardroom were brought to West Metro from the Grand Junction Fire Department union representatives, Local 2080. The message boards were written by students from Central High School in Grand Junction who wanted to thank the West Metro firefighters who responded to the motor vehicle crash that involved the school’s wrestling team. Chief Armstrong added that these Thank You message boards will be brought to the stations of the responding crews next week.

Captain Mulcahy has been keeping the union membership informed on the financial sustainability concerns, the steps that the board is taking to assemble a CAG, and will continue to keep the membership informed when a decision has been reached on whether the District will participate in the coordinated election in November.

L. Report of Civil Service Committee – Secretary Don Sherman

Mr. Sherman reported on the January 13, 2026 Civil Service Committee meetings. The next meeting of the CSC is scheduled for February 10, 2026.

X. OLD BUSINESS

A. Designation of Posting Places – Fire Chief Jeremy Metz

MOTION: It was moved by Don Sherman and seconded by Amira Watters to approve and authorize continuation of posting public notices and agendas of the West Metro Fire Protection District’s board of directors’ meetings on the West Metro Fire Protection District website; and, the main lobby of the administration building of West Metro Fire Protection District. The motion was voted upon and carried.

- B. Golden/Pleasant View Fire Intergovernmental Agreement – Fire Chief Jeremy Metz

MOTION: It was moved by Steven Haire and seconded by Mike Williams to approve the Intergovernmental Agreement for enhanced mutual aid among the District, Pleasant View Metropolitan District, and the City of Golden. The motion was voted upon and carried.

- C. Wheat Ridge Urban Renewal Authority - Lutheran Legacy Campus Update – Deputy Chief Mike Kirkpatrick

Chief Kirkpatrick updated the board on this agreement, which is under legal review at this time.

XI. NEW BUSINESS

None.

XII. BOARD BRIEFS

- A. Resolution 2026-01 - Supplementing the District’s 2025 Budget for CO-TF1 Special Revenue – Finance Director Bruk Mulaw

President Clayton requested and received consensus to set the public hearing to amend the 2025 Budget for the Special Revenue Fund for the CO-TF1 2025 deployments at the February 17, 2026 board meeting.

- B. Resolution 2026-02 - Wheat Ridge Pension Board of Trustees – Fire Chief Jeremy Metz

Chief Metz provided background on the Wheat Ridge Pension Board and recommended that the board call for a vote of retirees to eliminate the requirement for two trustees to serve on the Wheat Ridge Fire Protection District Firefighter Pension Fund Board. A resolution will be prepared and presented at the February 17, 2026, board meeting to send out to vote to modify the composition of the Board of Trustees such that it may be entirely comprised of the members of the District Board. Chief Metz also noted a clarification to the board brief, removing a typographical error that was inadvertently placed in the appropriations column, clarifying that there are no appropriations associated with this resolution.

XIII. OTHER MATTERS

None.

XIV. EXECUTIVE SESSION

None.

XV. ADJOURNMENT

MOTION: There being no further business to be presented it was moved by Amira Watters and seconded by Steven Haire 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 8:12 p.m.

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