

RED, WHITE & BLUE FIRE PROTECTION DISTRICT

Regular Meeting of the Board of Directors

Thursday, July 23, 2026 | 3:30 p.m.

316 N. Main Street, Breckenridge, Colorado 80424

1.0 Call to Order

Director Doré called the regular meeting of the Board of Directors to order at 3:32 p.m.

2.0 Roll Call

Directors Present: Britton Fossett, Philip Gudlewski, Randy Nations, and MK Doré. Director Austyn Dineen was excused.

Staff and Representatives Present: Chief Jay Nelson; Chief Drew Hoehn; Finance Officer Laura Johnson; EMS Division Chief Levi; Training Division Chief Nordeen; Wildland Division Chief Matt Benedict; Battalion Chief Oese; and Local 4325 representative Tim Caldwell.

3.0 Approval of Changes to the Agenda

No changes to the agenda were requested. The Board proceeded with the agenda as presented.

4.0 Approval of Consent Agenda

The consent agenda included the June 25, 2026 regular meeting minutes and the June 2026 claims. A Board member requested discussion of Claim 13424; therefore, the items were considered separately.

M/S Directors Doré/Nations to approve the June 25, 2026, regular meeting minutes as presented. Voice vote, unanimous. Motion carried.

The Board discussed Claim 13424, a payment related to an unemployment claim. Staff explained that the District is self-insured for unemployment, had disputed the claim, and participated in the hearing process. The ruling favored the former employee, and the District elected not to appeal due to the additional legal cost. The Board requested that staff and human resources review whether any employment practices could reduce similar exposure in the future.

The Board also discussed therapy reimbursements. Staff explained that the District reimburses ongoing behavioral health services beyond available EAP and state trust benefits. The program was budgeted after the Colorado Firefighter Heart, Cancer and Behavioral Health Trust reduced its reimbursement coverage. Board members expressed support for minimizing financial barriers to employee participation.

M/S Directors Nations/Doré to approve the June 2026 claims. Voice vote, unanimous. Motion carried.

5.0 Discussion of Financial and Budgetary Report

The Board reviewed the variance report and income statement. No additional questions were raised.

6.0 Citizen Comments and Matters of Public Hearing

No citizen comments were presented, and no public hearing matters were addressed during the meeting.

7.0 Unfinished Business

Collaboration Updates

Chiefs Nelson and Hoehn reported continued collaboration with Summit Fire & EMS. District representatives attended the Summit Fire & EMS Board meeting and provided a letter supporting Chief Schenking, recognizing the positive partnership developed during his service as acting fire chief.

The agencies continue coordinating on training, EMS out-of-county transports, fleet and facility concepts, public education, wildfire mitigation, and local-government outreach. Chief Nelson also met with Summit Fire & EMS leadership and human resources regarding continued Fire Marshal assistance. Chief Schenking will draft a memorandum of understanding to define the arrangement, reimbursement, and protections for both agencies, subject to legal and Board review.

Summit Fire & EMS advertised its Deputy Fire Marshal position and planned to interview an internal candidate. The agency also hired personnel to refill its permit technician/front desk and inspector positions. Chief Nelson reported that his direct time commitment has continued to decrease as staff alignment and internal capacity improve. Fire prevention staff from both districts planned to meet with the Builders Association to continue rebuilding that relationship.

8.0 New Business

No new business was presented.

9.0 Executive Session

No executive session was held.

10.0 Staff and Committee Reports

Finance Division - Laura Johnson

Finance Officer Johnson attended the CEBT insurance conference and reported that the District's projected health insurance rate increase for 2027 was reduced from an initial estimate of 17 percent to 12.6 percent. She noted that the increase is generally consistent with broader market trends and that the District continues to offer comparatively strong benefits and lower deductibles. CEBT is also considering Marathon Health Services, including expanded telehealth and virtual primary care options.

Administrative Division - Chief Nelson

Chief Nelson clarified that the new NERIS reporting category of public service includes assistance calls, non-medical alarms, weather-related incidents, citizen assists, fire alarms, gas and carbon monoxide alarms, weather damage assessments, standbys, and lift assists. The apparent increase reflects the transition from the former reporting system and the regrouping of incident categories.

Operational Division - Chief Hoehn

Chief Hoehn reported ongoing work on accreditation performance indicators, 2027 salary-grade projections, annual reports, the employee handbook, and preparation of the 2027 budget. The July 4 holiday period was active but produced fewer significant incidents than the previous year.

The Board recognized a recent retirement and Lacey Davidson's promotion to Battalion Chief. Battalion Chief Oese, while assigned to modified administrative duty during recovery from surgery, has supported accreditation, station projects, and other administrative work. Leadership intends to continue inviting lieutenants and above to observe portions of the budget process as part of succession planning and professional development.

EMS Division - Chief Levi

The written EMS report was received. No additional material items were reported, and no Board questions were raised.

Training Division - Chief Nordeen

Renovation of the burn building was underway and progressing well. The interior had been substantially gutted, equipment installation was underway, and electrical and gas work were scheduled. Training and safety captains were expected to begin learning the new system during the first week of August.

The Training Division continued developing its 2027 budget. Chief Nordeen also reported on succession planning for Leslie's position, including reassessing the position's duties and potentially emphasizing learning-management-system expertise to better support both districts and the training program.

Wildfire Division - Chief Benedict

Chief Benedict reported that fire danger had decreased from Extreme to Very High following recent rain, while Stage 2 fire restrictions remained in place. Staff discussed the legal and enforcement challenges associated with potential Stage 3 restrictions or closures, particularly across mixed public and private lands.

District personnel supported multiple wildfires, including the Dry Creek, Red Rock, Willow, 333, Black Lake, Green Ridge, Peel Gulch, and Aspen Acres fires. Staff also participated in public information officer training and discussed how quickly Watch Duty republishes information from official sources, emphasizing the need for accurate, coordinated communications.

Requests for wildfire mitigation assessments were reported at record levels, driven in part by insurance concerns. The Division planned additional mid-season public messaging to thank the community for compliance and encourage continued vigilance.

Chiefs Nelson and Hoehn reported that the Town of Breckenridge was considering a temporary moratorium on exterior residential wildfire sprinkler systems while it studies water-supply impacts, design standards, insurance implications, and potential ordinance provisions. The District's primary concern is that multiple manually activated systems could reduce municipal water pressure and available fire flow during a neighborhood-scale wildfire. Staff will provide the Town with a written statement of the District's perspective.

Accreditation and Strategic Plan

The Board received an update on implementation of the Strategic Plan. Work is underway across the plan's goals, including mentorship, training, infrastructure, public outreach, and organizational systems. Staff discussed developing a simple visual status report showing items not started, in progress, and completed. A more formal update may be incorporated into the annual compliance report.

Local 4325

Local 4325 reported that work on the employee handbook was temporarily paused after discrepancies were identified and is being revised. The Local's July 4 T-shirt fundraiser for its emergency assistance fund was successful and sold out.

Board Committee Reports

The HCTC Board of Directors, Investment Committee, Compensation Committee, and Director Replacement Search Committee presented no reports.

The Fire Chiefs Review Committee reported that it reviewed contracts, Board bylaws, and the new 360-degree evaluation process. The Committee plans to formalize procedures and timelines, identify the Committee in the Board bylaws, obtain feedback from all Board members through FlexHR or PerformYard to avoid open-meeting concerns, and complete the Chiefs' evaluations. Following the pilot, the Committee will review the process and consider adapting it for division chiefs, battalion chiefs, and other managers. Directors described the initial process as positive and valuable for succession planning, accountability, and gathering feedback from internal and external partners.

11.0 Adjournment

**M/S Directors Doré/Gudlewski to adjourn the meeting at 4:37 p.m. Voice vote, unanimous.
Motion carried.**