

## RECORD OF PROCEEDINGS

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### MINUTES OF A SPECIAL MEETING OF THE BOARD OF DIRECTORS OF THE BLACK FOREST FIRE/RESCUE PROTECTION DISTRICT

The Board of Directors of the Black Forest Fire/Rescue Protection District held a special board meeting on July 1, 2024, such meeting duly posted for public notice.

A quorum present, the meeting was called to order at 10:00 a.m. by Chair Dowden.

Directors present: N. Dowden/K. Tarvainen/J. Abendschan/C. Behnken/J.Hinton

Directors absent: None

Also present: R. Dunn/Legal representatives of Cockrel  
Ela Glesne Greher & Ruhland, P.C. (CEGR Law)

**Roll Call:** Directors all present

Chair Dowden advised that this special meeting has been called by Directors Dowden and Tarvainen for the purpose of convening an executive session.

**A motion was made to adjourn into executive session, pursuant to §24-6-402(4)(b), C.R.S., to confer with legal counsel and receive legal advice relating to a personnel matter; the motion carried unanimously and was carried by a voice vote.** The board adjourned into executive session at 10:02 a.m.

The board reconvened in public session at 1:18 p.m. Chair Dowden announced that the board conferred with legal counsel during the executive session and received legal advice concerning specific legal questions relating to a personnel matter. No other topics were discussed.

Board discussion ensued regarding allegations against Chief Langmaid made by staff on June 28th, 2024. The board received an additional email on June 30th, 2024 and July 1st, 2024.

**A motion was made to place Chief Langmaid on paid Administrative Leave until 7/17/24 for an investigation of the allegations made on June 28th. Upon a vote the motion carried with 3-2 vote.**

**A motion was made to instruct legal counsel to obtain a third party investigator to initiate an investigation into the allegations made against Chief Langmaid on 6/28/24. Preliminary findings presented to the board on 7/15/24 by 1700 MDT. upon a vote the motion carried unanimously.**

**A motion was made to instruct legal to contact Chief Langmaid and explain allegations against him, that there is an investigation being made, and such legal counsel shall provide legal notices as required. Upon a vote the motion carried unanimously.**

**A motion was made to limit actions of command staff to nothing except operational needs. Policy, personnel decisions, including modifications of positions, work schedules, hiring and firing decisions. No modifications of contracts and agreements without prior board approval. For the duration of the paid leave, communication to the board should be to Nate and Kiersten together. Upon a vote the motion carried unanimously.**

**A motion was made to move Chief Langmaid's email to Rachel Dunn during the paid administrative period to be filtered out appropriately. Upon a vote the motion carried with a 4-1 vote.**

**A motion was made to appoint Chair Dowden and Vice Chair Tarvainen to email staff about the start of the investigation for the allegation on 6/28/24. Upon a vote the motion carried unanimously.**

The board acknowledges receipt of information identifying organizational leadership and culture challenges in organization on 6/30/24 and additional information from Chief Langmaid on 7/1/24 on operational and cultural leadership challenges on 7/1/24 - The board is taking this information as seriously as the allegations on 6/28/24 and will be acknowledging at the next board meeting.

Adjournment There being no further business, the board adjourned at 1:59 p.m.

Respectfully submitted,

Rachel Dunn

Administrative Officer