

RECORD OF PROCEEDINGS

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 6, 2024, such meeting duly posted for public notice.

A quorum present, the meeting was called to order at 4:00 p.m. by Chair Dowden.

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

Directors absent: None

Also present: R. Dunn/PJ Langmaid/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., for the purpose of receiving legal advice relating to a personnel matter and 24-6-402(4)(f) C.R.S to discuss a personnel matter involving the Fire Chief: the motion carried unanimously and was carried by a voice vote. The board adjourned into executive session at 4:05 p.m.

The board reconvened in public session at 6:22 p.m. Chair Dowden announced that the board conferred with legal counsel during the executive session and received legal advice concerning specific legal questions regarding a personnel matter. No other topics were discussed. K. Tarvainen was excused during executive session due to a previous commitment.

Board discussion ensued regarding a letter of no confidence regarding Chief Langmaid received on 6/30/24. The board has received correspondence and letter from staff members advising that letter does not represent all members of the district. Director Hinton stated the investigation needs to be "360 degrees" and urges the members assistance. Director Abendschan stated "if we leave Chief Piepenburg and Captain Torres in their positions, the culture is untenable, the grapevine is alive and well and not a healthy environment. We have a qualified Administrative Officer that can keep the ball running and Captains who are qualified to run calls." Director Hinton, "If we place them on leave and get a fire, what happens"?

A Motion was made to authorize CEGR law firm to initiate and lead a comprehensive, "360 degree", investigation into the claims and issues being brought forward about Command Staff and overall Leadership Culture within the Black Forest Fire Rescue Protection District. The investigation shall be conducted in concert with ongoing efforts of the Board of Directors to identify issues of concern. The investigation is anticipated to include 3rd party organization and personnel to assist with this effort. All supervisory personnel are directed and advised that they adhere to all District Policies, call special attention to Policy 203, "Unlawful Discrimination, Harassment, and retaliation". Violations of Policy 203 will not be tolerated. Upon a vote the motion carried unanimously.

A motion was made to extend Chief Langmaid's administrative leave to August and add both Chief Piepenburg and Captain Torres to administrative leave. Lacking a second the motion dies.

The board, based on the information disclosed to them, deemed the actions committed by Chief Langmaid to be terminable, and made a motion to terminate Chief Langmaid's contract. The termination is consistent with paragraph 7.1, item 4, termination with cause, and is based on Policy 100, and the violation of core values. Upon a vote of 2-2 the motion fails.

A motion was made to direct Administrative Officer Dunn to contact IT to provide forensic analysis of the potential unauthorized access of Chief Langmaid to Director Dowden's, Chief Piepenburg's and Captain Torres's email. Upon a vote the motion carries unanimously.

A motion was made to modify Chief Langmaid's leave as such time as all board investigations are completed. Upon a vote the motion carries unanimously.

Adjournment There being no further business, the board adjourned at 7:21 p.m.

Respectfully submitted,

Rachel Dunn
Administrative Officer