

Record of Proceedings

Minutes of the Regular Meeting of the Board of Directors of the Adams County Fire Protection District, held at the District's Station 11, at 1675 W. 69th Ave, Denver, CO 80229

Wednesday, January 21st, 2026

Board Members Present

Ken Lombardi	President/Chairman
Michael DeMattee	Vice President
Mario Molinaro	Secretary
Ken Ciancio	Treasurer
Joe Domenico	Assistant Secretary

Also Present

Clinton Garner	Fire Chief
Jamie Wood	Deputy Chief, Operations
Thom Jeffries	Division Chief of Planning and Logistics
Christina Marchese	Executive Assistant to the Chiefs
Mike Eason	IAFF Local 2403, President

Michelle Ferguson	District Legal Counsel (virtual)
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Call to Order

Secretary Molinaro called the meeting to order at 5:00 p.m. The motion was passed unanimously.

Welcome the Audience

President Lombardi welcomed all in attendance.

Moment of Silence

President Lombardi called for a moment of silence for all fallen firefighters from across the US who have lost their lives to date in 2026.

Pledge of Allegiance

President Lombardi led those present in the Pledge of Allegiance.

Additions or Deletions to the Agenda

Secretary Molinaro made a motion to delete the Executive Session from the agenda for this evening. Treasurer Ciancio seconded the motion. The motion passed unanimously.

Approval of Previous Board Meeting Minutes

Treasurer Ciancio made a motion to accept the Regular Board Meeting Minutes from December 11th, 2025. Vice President DeMattee seconded the motion. The motion passed unanimously.

Secretary Molinaro made a motion to accept the Special Board Meeting Minutes from January 8th, 2026. Assistant Secretary Domenico seconded the motion. The motion passed unanimously.

Approval of the Previous Month's Financial Statement

Treasurer Ciancio made a motion to approve the December 2025 Financials as posted. Assistant Secretary Domenico seconded the motion. The motion passed unanimously.

Correspondence

Fire Chief Garner received an email from David Senters, Safety Director with the Recreational Group, expressing his gratitude towards Fire Inspector Whitney Cheateaux for her assistance with a fire inspection. Mr. Senters acknowledged Inspector Cheateaux for her knowledge, professionalism, and enthusiasm.

Public Comment

No public comment at this time.

New Business

Change in Status – Taylor Swearengin

Firefighter Taylor Swearengin recently changed status to Fire Medic with ACFR. Her husband pinned her new badge in front of the Board of Directors and her colleagues at ACFR.

Swearing of Lateral Firefighters

Chief Garner swore in lateral firefighter Derek Camacho. His kids pinned his badge in front of the Board of Directors and his colleagues at ACFR.

Chief Garner swore in lateral firefighter Dustin Donner. His kids pinned his badge in front of the Board of Directors and his colleagues at ACFR.

Chief Garner swore in lateral firefighter Joseph Fields. His girlfriend pinned his badge in front of the Board of Directors and his colleagues at ACFR.

Chief Garner swore in lateral firefighter Anna Musgrave. She was pinned by her friend in front of the Board of Directors and his colleagues at ACFR.

Discussion Regarding Resolution 2026-01 – Meeting Notice for 2026

The Board discussed resolution 2026-01 regarding the 2026 meeting schedule. Secretary Molinaro made a motion to adopt the Resolution, which states that the Board will meet on the third Wednesday of each month at 5:00 p.m. in the Station 11 Community Room at 1675 W 69th Ave. The meeting notice will be posted on the District website and on the front door of the administration office. Treasurer Ciancio seconded the motion. The motion passed unanimously.

Discussion Regarding ACFR Employee Handbook Amendments

The Board discussed Resolution 2026-02 regarding the first amendment to the District's Employee Handbook. The District's Employee Handbook was adopted on January 1, 2025. The first amendment to the Employee Handbook concerns Sections 3 (I), Spanish Language Incentive Pay, and 8 (G) (10), Disciplinary action by the Fire Chief. Secretary Molinaro made a motion for Resolution 2026-02, the first amendment to the District's Employee Handbook. Treasurer Ciancio seconded the motion. The motion was passed unanimously.

Presentation on Darkhorse – ACFR Accreditation Manager Cristyn Merry

Accreditation Manager Cristyn Merry gave a presentation to the Board about Darkhorse. Darkhorse is a program that pulls data from Image Trend and compiles and analyzes the data to determine response zones and aid in placing new fire stations based on call data, using its data-driven technology. Darkhorse currently produces reports weekly based on the data but will eventually provide current data. All District employees and the Board will have access to Darkhorse. The upfront cost was \$50,000 with an annual fee of \$30,000. This program has also been shown to the North Area Fire Chiefs and could be used by them in the future.

Chief's Report

Vice President DeMattee asked Chief Garner about the new start times for local fire departments. Chief Garner stated that due to information from sleep studies, area agencies are changing the start time for line employees. Adams County Fire has its line personnel starting at 10 a.m, and

Front Range Fire begins at 7 p.m. Chief Garner stated that the North Area Fire Chiefs are discussing this topic and are including the the local unions in the conversation. He will keep the Board informed.

Assistant Secretary Domenico asked Chief Jeffries for an update on 909 E 68th Ave and 7980 Elmwood Lane. Chief Jeffries stated that the District can't do anything with the property at 909 E 68th yet, because AJI will continue to occupy it for the next few years. A committee has been formed to begin planning for the property's future.

Chief Wood stated that the District has a new medical director, Dr. Jeff Beckman, who has a wealth of experience and will assist EMS in taking it to the next level.

Union Report

President Eason expressed gratitude on behalf of Local 2403 to the Finance and Human Resources Divisions for their work on ADP. President Eason stated that the work of these two Divisions did not go unnoticed by the Union.

President Eason told the Board that communication with the Chief of Staff is going well. He expressed gratitude to the Chief Staff, Legal, and the Board of Directors for keeping the organization moving forward amid recent staff changes.

Attorney Report

Attorney Ferguson stated that her firm continues to have a lot of work for the department, but things seem to be leveling out. She also stated that she was sorry to not be able to attend tonight's meeting in person.

Report from the Board

President Lombardi – kudos to Prevention for keeping things moving forward.

Vice President DeMattee – nothing to report.


Secretary Molinaro – nothing to report.

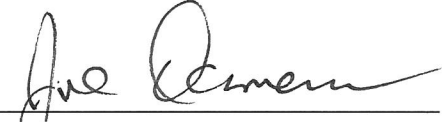
Treasurer Ciancio – nothing to report.

Assistant Secretary Domenico – nothing to report.

Adjournment

With no further business to come before the Board, on a motion by Secretary Molinaro and a second by Treasurer Ciancio at 6:40 p.m.


Ken Lombardi, President


Mario Molinaro, Secretary
Joe Domenico, Assistant secretary