**MINUTES OF A SPECIAL MEETING OF THE BOARD OF DIRECTORS OF THE SECURITY FIRE PROTECTION DISTRICT**

The Board of Directors of the Security Fire Protection District held a special board meeting on May 29, 2024, such meeting duly posted for public notice.

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

1. **Roll Call:** 
   1. Directors present: Chairmen Smith, Director Boudreau, Director Boyer
   2. Director Boudreau made a motion to excuse Director Davis and Director Jerby with a 2nd by Director Boyer. The board unanimously approved the absence.
   3. Also present: Stacey Popovich, BC James, BC Caddick, BC Chambers, EMS Chief Mesick
2. **Public Comments:** 
   1. None
3. **Executive Session for advice of legal counsel regarding personnel issues pursuant to C.R.S. 24-6-402(4)(f)**
   1. Entered Executive Session at 4:00 pm
   2. Exited Executive Session at 4:35 pm
4. **Address the Staff:**
   1. Chairmen Smith opened the special meeting with thanking the staff for their cooperation and the investigation is now complete. For now, we are going to have Glen Silloway as our Interim Chief.
      1. Chief Glen Silloway would like to confirm that the people of this organization are our biggest asset. We could have the nicest equipment, higher paying jobs, but if the culture is counterintuitive the turnover will never stop. It is his duty to change the culture and bring forward positive reinforcement.
      2. Director Boudreau would like to set the tone going forward that the former Chief’s are no longer here, no speculation, no further comment.
      3. BC James would like to remind everyone to be nice to our apparatus. We are trying to get everything fixed. Treat it as your own.
      4. EMS Chief Mesick would like to thank the staff for working through it as a team. He has met with most everyone and in the future, we will be going through the current pay scale and adjusting wages appropriately.
      5. BC Chambers would like to remind the staff of the pay it forward as far as shift change. If the incoming crew could go back to arriving at 7:45 am so the outgoing crew can go home on time it would be much appreciated.
      6. Interim Chief Glen Silloway has 34 years at Ft. Carson, 11 years as Fire Chief. Very proud of this organization and proud of the BCs and EMS Chief for keeping everything moving and excited to be able to go forward. Main job is to support, improve comradery between volunteers and paid.
         1. Initial priorities
            1. Operational Policies
            2. SOPs
            3. Operations- what’s missing
            4. What the staff thinks we need to work on. Flow in the right direction.
            5. Capable, Confident, Comfortable doing your job and there are no gaps, interagency training
         2. Glen will need department email, 719-330-4433, access to all the things
5. **Adjournment** There being no further business**,** the board adjourned at 5:00 p.m.

Respectfully Submitted:

Stacey Popovich

Executive Assistant

APPROVAL

The forgoing minutes, which have been approved by the affirmative majority vote of the Board of Directors of the Security Fire Protection District, are a true and accurate record of the meeting held on the date stated above.

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Pete Smith, President Mark Davis, Vice President

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Jason Boyer, Secretary/Treasurer Jim Boudreau, Director

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Ken Jerby, Director