



MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE EVERGREEN FIRE PROTECTION DISTRICT JANUARY 14, 2020

The regular meeting of the Board of Directors of the Evergreen Fire Protection District was held on January 14, 2020 at the Administration/Training Building, 1802 Bergen Parkway, Evergreen, Colorado.

MEETING CALLED TO ORDER: Director Anderson called the meeting to order at 5:31 pm.

TIME OF REMEMBRANCE AND REFLECTION: The pledge of allegiance was recited and a moment of silence was observed.

ATTENDANCE

DIRECTORS IN ATTENDANCE: John Anderson, Dave Christensen, Mike Gregory, Jim Mosby, and Jeff deDisse.

ALSO IN ATTENDANCE: Jerry Smith, Dylan Woods, Jeff Ashford, Paige Maslow, Charlie Nepple, Kevin Evens, Paul Saueracker, Connell O'Brien, Lynda Gilbert, Kevin Gilbert, Jeff Gilbert, Wayne Hazeldine, Vicki Hakes, Bart Corfee, Sean Wood, Paul Amundson, Mason Duncan, Deb Hurley Brobst, Jim King, Mike Weege, and Carol Hucker. *There were additional people in attendance that chose not to sign the attendance or the public comment sign in sheets.*

APPROVAL OF AGENDA: Director Christensen made a motion for approval of the agenda; seconded by Director Gregory; motion carried.

PUBLIC COMMENT:

Jerry Smith – A prepared statement for the board from Mr. Smith is attached to these minutes. To summarize Mr. Smith explained to the board that he would like to help them locate funding resources to help offset the expense of additional services as programs such as mitigation and wildfire preparedness. He has a significant background in state government assisting communities with this type of funding and the knowledge for navigating the requirements for grants. He spoke to the increased quantity of land that has been taken out of the tax base and placed in parks or reserve and the impact this has on tax revenue of special districts to offer services for land that is no longer included in assessed valuation. Director Anderson expressed the board's appreciation for this offer and suggested that Mr. Smith meet with Chief Weege and the budget committee for further more in depth conversation of his proposed assistance.

Connell O'Brien – Mr. O'Brien asked that we respectfully remember the life of former Fire Ops Chief Vern Smith who passed this week. He served honorably on the EVFD and he was a police officer in Cincinnati before coming to Colorado with his wife Rose who served us as a dispatcher for many years. Chaplain Marty Lake was with Vern and his family and we want to respectfully ask that you remember Chief Smith's service and his family in your prayers. I will keep my remarks brief. I know there is a time and place for certain discussions and that when dealing with an HR matter and specifics that that needs to be done in a way that is respectfully and in confidence. I don't intend to get in to the details of that tonight but I do expect that we will have answers and we will have that discussion because for those of you that do not know me I am Connell O'Brien. I am honored to serve as the president of the EFVD which means that I have the privilege and sometimes the difficult task of speaking on behalf of the volunteers and potentially having a difficult conversation and this is one of those times. I want the conversation, I want a discussion. An email was sent saying the matter has been closed and there will be no further discussion. Speaking on behalf of the volunteers and respectfully I do not accept that. The board with all respect, made commitments to us not only in public session but individually in my conversations with individual board members that one of our members would be entitled to due process, fair treatment, and transparency. That's what we have been asking for all along. That's what we were promised and we have not received that. I will not get in to the details and will not spend too much time speaking about Kevin Gilbert but I will share with you and I will ask to enter into the record two letters out of stations of support for Kevin, character references. Director Anderson interrupted to state that he does not think this is the time or the place to do that, supporting or not supporting Mr. Gilbert by way of entering letters that we (the district board) have not seen. This can be done in the EVFD organization to make them a matter of record. He does think that if Mr. O'Brien would like to have more time with Chief Weege or the operational leadership to discuss policies and process and

the opportunity for some of the board members that have pledged to you that opportunity that you seek that out. Mr. O'Brien noted that this is his time to speak. Director Anderson noted that he runs the meeting and was interrupted by Lynda Gilbert with an outburst that he is paid and appointed. An outburst of raised voices overlapping in the room occurred. Director Anderson asked the room to start from here and that an outburst is disruptive to a public meeting and not appropriate. Additional outbursts of "Let him talk" and similar comments were overlapping. Director Anderson responded that if it doesn't settle down there will be no meeting. An additional set of comments from the room occurred with rising voices and interruptions. Mr. O'Brien stated these are citizens and tax payers and if he can finish his comments, there continued to be overlapping voices in the room. Director Anderson asked who the gentleman that continued to disrupt was and he announced his name is Jeff Gilbert. He stated that this group will not be silenced and to respect his (O'Brien's) time to speak. Director Anderson responded to Connell and anyone else that wants to speak that it is our (the board) opportunity to hear from you and our meeting to manage and if anybody here thinks they can speak for an hour and this can go on for days or however long that is not the case. You can all reasonably understand that public meetings have rules and it isn't a matter of free speech and it is not a matter of everybody getting an opportunity to say whatever they want. For instance we will not be discussing any of the particulars for or against any member, this is not the venue for that. Many of you wear many hats and I think that is where some of the confusion comes in. For example Connell is a citizen of the community, also an employee of the district, and also the elected representative of the volunteer organization. It does not give him or any of you free reign to come up here and start talking about things, policy or process. If you have a complaint and you want us to address the complaint then put it in writing, you can voice it here if you want, but we don't have to have a great dialogue or resolve anything tonight. But to be speaking about any specific event like Mr. O'Brien offered to try to do with letters of support of Mr. Gilbert, I am saying we are not going to be debating Mr. Gilbert's reality. If you want to put letters of support into his file or into the record then you can do that but we aren't going to have that be part of this forum. Multiple voices responded that this was public comment. Director Anderson replied that the outbursts are going to stop. Mr. O'Brien asked if he could finish speaking and Director Anderson replied as long as he defers from reading in to the record. Mr. O'Brien indicated he will share the letters with the Canyon Courier and anyone else he wants to share them with. He stated he is confused because in November we had a lengthy meeting in the auditorium where this topic was discussed and commitments were made, those commitments weren't kept. He represents the volunteers but he can't speak for all of the volunteers with the statement that they (EVFD) has not had a vote of no confidence in the chief but he is at a point personally where he has lost confidence and faith in him and that is a difficult thing to say because he has known him for a long time and had considered him a friend. The lack of integrity, the lack of transparency. Director Anderson stopped him and the room experienced another outburst of loud overlapping comments. Director Anderson singled out Mrs. Gilbert for loudly interrupting several times and again said this is not going to turn in to a ruckus. Director Anderson and Mr. O'Brien continued to talk at the same time. Mr. O'Brien asked that Director Anderson attend the volunteers meeting at the end of the month. Director Anderson responded that we will not debate employees here. Mr. O'Brien stated that he will bring that motion to the floor at the volunteers meeting for a discussion of no confidence. The district board is welcome to come to that meeting and speak or listen but he doesn't expect them to. The second thing that he feels is important based on where we are with a lack of integrity and a breach of trust his concern is retention. We are fairly well motivated, you saw the emails that were sent in response to Director Anderson's email, and plenty of phone calls. People leave organizations because a number of things in his experience, they don't feel appreciated or respected. I don't feel appreciated or respected personally. And they also leave because they have lost confidence in their leadership, the manager they work for, the executive that runs the company. That could be one of two reasons, they are incompetent and stupid which I don't think is the case or there is no integrity. Integrity to me is pretty simple, you do what you say and you say what you mean. I have seen over and over again how I have been told something, promises are made, and something else happens and it happens over and over again and I am telling you personally I have lost confidence in you John. (Outburst in the room) Director Anderson and Mr. Gilbert loudly sparred. Mr. O'Brien interrupted them to state that Director Anderson spent a long time talking in November and sent a lengthy email yesterday and he would like to hear the other district board members weight in and ask them if they feel that having a strong working relationship with the volunteer organization is important, valuable, and worth saving because we are at an inflection point, we're at a point now where something has to change or we are going to put this community at risk. Trust, communication and trust in each other is essential in any relationship and any organization and even more so in this role because we put our lives

on the line and we have to trust each other. Mr. O'Brien trusts Kevin Gilbert. He can name the names of the people here that he trusts with his life. He trusts Dave Godaire with his life. Trust is so important and without it we can't have a healthy Evergreen Fire/Rescue. The trust has been broken and Mr. O'Brien would like to hear from the other district board members their perspective. He feels the only way to restore that trust is an act of good faith and he suggests that as a taxpayer and voter he will have his opportunity to have his say at the ballot box. He asks the district board to seriously consider who they want to be their spokesperson, do they want John Anderson to continue to dominate the discussion and the agenda, and to continue to foster the situation that we have today. He suggests that a change in leadership would be appropriate. Director Anderson asked Mr. O'Brien what is the temperature of the day and is he here to discuss the email that he sent that was specifically pointed to the volunteer organization and the work that the district has been doing with the operational leadership and recognizing the trends of deterioration of service? He felt there were very important points to be made. One is HR getting muddled by two organizations that each absolutely have authority over the same individual and this is a real problem no doubt. Or is this about the email that I put out yesterday that brings awareness to most of you that I hope you ask your leadership about the facts of the matter and the fact that your retirees are providing us with data that says your organization is not doing so well. That's what my email said, it had nothing to do with Mr. Gilbert. Mr. O'Brien asked if it was his time to speak or Director Anderson's. He stated that promises were made that Kevin Gilbert would have his day in court and the evidence would be weighed fairly and the district board would make a decision and that was what our expectation was. He just wanted fair treatment and due process and transparency. We come to an agreement with the fire chief as the delegated authority, commitments were made, we have a great December meeting, morale is great, we respond to a structure fire over Christmas with a great response. Every district board meeting closes with the district board members commenting and complimenting us which we truly appreciate. We come back from the fire, stay late, put the trucks away and keep training and he thought we turned the corner and leadership is coming together. Three days later, breach of trust. An email comes out completely contradicting everything was agreed to, no advance notice, no discussion, the matter is closed, it's an HR issue and can't talk about it. That is his grievance, that they are not being treated fairly, members rights are not being respected. You may not care about that or feel that the bylaws are important. Director Anderson's email in response to Mr. O'Brien pointing out the facts of the matter was to conflate the two. He is personally very proud to be a firefighter and engineer living a minute away from Station 5, picking up the truck or AED. He is proud to do that, he thinks he does it pretty well, but could get better at it, he does a good service for the community and risks his neck as do others driving on icy roads at night. He is telling the board personally, not on behalf of the volunteers, that he feels he is not being treated fairly, that there is no trust, that the relationship is broken, and he has seriously considered not doing this anymore. That is the culture that is being created. The department has been around a long time, somethings got to change. He referenced an email from retiree Dave Godaire saying we need to wake up, figure it out, and come together. The only way we can do that is if we trust each other and demonstrate trustworthy, you earn trust by being trustworthy and he doesn't feel we have that.

Director deDisse commented that in the MOA meetings that are being held, and this is not part of public comment, but he wanted to say that if you read the data from Pete Anderson there is an upswing for the last two years so he doesn't know how we're in a free fall when we are actually improving the numbers for the last two years from where we were. He wants to note it is trending up and he taxes everybody in the room to keep it going up. He wants everyone to know that and that we are monitoring this regardless of what Director Anderson said. Director Christensen asked that Director deDisse clarify if he is referring to response times. Director deDisse replied response times, call volume, everything that goes into Pete's data. The numbers have not been lowered to make it easier, it is still the same level of response that it standard. Pete said we are on an upswing for the last two years. Director Anderson noted there is an opportunity under unfinished business to talk about the MOA status. Thank you for bringing that up.

Jeff Ashford: First off allowing me to speak is protected speech. Open comment agreed? Director Anderson replied it depends on what you want to talk about. (Outburst in the room.) Mr. Ashford introduced himself and that he has been living in Evergreen for 23 years, 22 years on the fire department as an officer up to the serving as the interim Fire Chief as a volunteer. He is an educated taxpayer that knows how the district works. He knows the people and loves seeing everybody here. He has two proposals to the district board for tonight. He didn't attend the November meeting, but he read 15 pages and one person doing all the talking is bothersome to him. He was asked to be part of the new bylaw committee since he was one of the original architects. This reminds him of 2006. He got involved in that to buy some peace because there

was one district board member that was off the wall. We bought the peace; he was still going crazy and we had to do a recall. Unfortunately, we lost a good other board member, Phil Shanley, which he considered honorable but was drug down. Connell asked him to serve on this committee and after thinking about it overnight and receiving John Anderson's email and that made him angry. He found it disrespectful and threatening. You don't negotiate with threats. He told Connell there was no hope and he would not be a part of this. The interesting part was in that letter, initially it was quiet, and nobody was supposed to see it, but it said 60 days or else to come up with a plan. If we are talking about on the district boards side, something that is so tactically strategic, that it can affect emergency services in a 126 square miles, and in our neighbors who rely on response, because Evergreen has always been known as the department to rely on because we bring trucks and manpower; so to threaten that is pretty bad. When you make such a strategy shouldn't that be something that is voted on prior by the district board? Director Anderson asked what should be voted on? Mr. Ashford replied, a change, 60 days or else in a threat that the district board should have made a decision in an open meeting to accept such a tactic and such a tone. If we don't follow Roberts Rules of Order you get a dictator. We don't want that. We don't want to be micromanaged. He was curious about this and through personal relationships with a lot of people including board members, the board members didn't know that email threat was coming out. They hadn't discussed it or voted on it. It was done by one person, probably there were drafts floating around where there were people making comments and legal expense occurred. Everybody on this board is one vote. One individual can't go outside of the will of the district board. The president of the board can run the meeting. He can set the agenda; he can be the spokesman for the district boards business. Those things if not approved ahead of time, then you have a maverick, a rogue, and that can't be allowed. You don't do that in business or corporations. Presidents have been fired for not following the boards decisions. He offered two proposals. First should be a motion to reorganize the officer selection of this board. He says this to buy some peace. Second, the new president, hopefully tonight, will put in abeyance the topic of the culture, the morale, all of the things brought up. Because no good will come from another 15 – 30 pages of one person's diatribe. Thank you for your time.

Director Anderson asked that people reread the letter, his email to the membership. There was no threat, no or else as represented. And no other board member or operational leadership took the time to provide Chief Weege their trigger points and tipping points for when the district, who has the ultimate obligation to provide public safety to the community, needs to be considering alternatives, nobody did it. That is why he has been ringing the bell. Esprit de Corp is a wonderful thing but if it makes you blind to the realities then it is not a good thing. For 28 months Chief Weege, Cindy Haigler, and the top four people in operations have been meeting to talk about the real threats and hazards to your organization and its output. He would ask that it be read with all sincerity because he is happy to share that with the public too. That is his job to represent the public. He's concerned for his neighbors and friends that live here. He knows the data and has been involved in the conversations and is not making anything up. That is the reality. Look at what you are and are not doing. We've been nudging, pacing and waiting, because if we go to much to soon there is push back. And nothing has happened, nothing. You want to talk about honesty and integrity, ask your leadership in the volunteer organization about what's going on. He has floated the information out there to try to do his job of informing all of the department and is happy to inform the public of the shortcomings of this organization. We are not micromanaging. We are elected to represent the public and he is nervous for the public.

Charlie Neppell – He just learned about this yesterday and wrote down a few things to read. He was proud to be a member of the EVFD for 6 years. He responded to over 100,00 calls. It came to his attention that there may be a conflict within Evergreen Fire/Rescue that may put in to question the viability of a volunteer fire department in Evergreen. Since we have lived here for the last 20 years, he was convinced that a volunteer fire department force was the best alternative for Evergreen. The primary reason for this belief is that the nature of such a volunteer force is to have trained medical first responders and firefighters scattered throughout the district. These volunteers often provide life saving medical aid until the paramedic units arrives on scene. On fire scenes they provide size up information to dispatch that enables an effective response. This diffuse expertise would be lost with a paid fire fighting force. Another argument against paid firefighters is the cost. As a taxpayer this is an important issue that deserves extensive investigation. But it is secondary to the coverage issue discussed. However a quick back of the envelope analysis of a paid force would include staff at stations one and two of 24 hour shifts, 7 shifts per week, for a unionized force of 3 engine positions, 2 tanker/tender positions, 2 rescue truck positions, and a station commander making 8 paid positions for each station. These two station forces should be able to provide very good coverage

for the downtown section or what we used to call the hydrant district. However, for Kittredge and Upper Bear Creek and some of the outlying areas, citizens will be asking what benefit this plan provides to them. Would a partial crew be required at those and other outlying stations? Just for analysis lets assume a half crew for each of these stations and 2 full crews at stations 1 and 2. This would mean 24 paid positions. He didn't know the current pay rate for a paid firefighter so estimated \$100,000 for salary/benefits which would add 2.4 million to the taxpayers. Coverage is still more important than dollars. The taxpayers have always supported the Evergreen fire department for money. But he thinks that this would require a thorough analysis of what the outcomes would be and the unintended consequences of what he heard here and what he has come to understand in the last 24 hours. Some of you will know that I was involved in the recall of 2006. At that time, we believed, and he believes it is still true, the EVFD is incorporated under the statutes of the state of Colorado. That makes them somewhat of an independent entity. He is not sure that anyone else has the authority as was tried in 2006 to fire or demote one of the members of the EVFD. That requires legal interpretation that he is not able to provide.

Director Anderson – Let me add that I have said for a long time, and repeatedly said, that no member of this board, no member of the operational teams that I have been working with has ever talked about a paid department. He thinks that can be put to bed. What has been talked about is the slippery slope vernacular that comes up in the volunteer organization is if the district does something the impedes our authority then that's a problem. A paid department is not a conversation that he has heard of or from. Mr. Neppell replied that was why he included the comment about intended consequences. Director Mosby asked what he meant. Mr. Neppell replied that if the department falls below the trigger point and you are not planning for that possibility that is scary. Director Anderson thanked him for proving his point that a neighborhood system has proven over the years to be a wonderful system that currently has some significant faults to it. There are areas, specifically the north where we don't tend to get volunteers out of the residents so response times from station 2 and 7. There aren't people in those areas that volunteer for us. That is where the neighborhood system starts to fall on itself. Mr. Neppell replied that the confrontation that he is sensing over the last 24 hours is not going to help recruiting. Director Anderson agreed and stated the other issue is what do we do and this is where we haven't gotten any help from the volunteer organization when it comes to. Director Anderson and Connell O'Brien spoke over each other. Kevin Gilbert interrupted as did other indistinguishable voices over top of each other. Colleen Dodge asked if the question was what can we do to make this better? Director Anderson replied to fill the holes in the community. She said there were two things that could be done that would make this better immediately. We recall Director Anderson and vote no confidence on Chief Weege. An outburst in the room occurred. Director Anderson replied that he was trying to help. Connell O'Brien asked for the meeting to be adjourned so they could talk openly. Complete the normal business and we'll wait. Director Mosby requested that everyone be civil. We are all here as volunteers, everybody in the room came to Evergreen Fire because they wanted to. This board filled out a sheet of paper, got voted on and we're here. The volunteers spent 10 months going through grueling training, time away from their families to help this community so we are all here together. Be civil please. Director Anderson returned to Mr. Neppell to say that there is a middle step of a combination department that doesn't flip the switch from all volunteer to all paid. There are examples of successful combination departments. Laughter in the room. Director Anderson urged people to look at why they failed, what was wrong with the system that was in place and why it failed. An unidentified person in the room said he was chased off as a volunteer and wanted to know what happens after you systematically chase off people and then can't cover the gaps or increase the gaps because you chased volunteers away. Director Anderson asked who was chasing them out. The reply was he was because the climate here was tense and those that had been here a long time were not interested in doing it anymore. Director Anderson replied that in 5 ½ years here and its only been since Chief Godaire resigned that he has gotten more involved in what is going on, and he did that because he showed him the light. He (Chief Godaire) wrote a wonderful document about his questions, comments and concerns about what is going on in the volunteer organization. That the position of Deputy Chief is impotent. The only thing that he has done is to ask the volunteers to search their organization for what are the biggest threats to their success. Mr. Neppell said that based on what he sees here he needs to tell an anecdote. This meeting is not giving the chairman here the due respect and he knows there is history here that he is hearing for why but you and they are talking past each other. This organization is heading for bad troubles. He has been in them and it resulted in a recall, it split the department, but it resulted in 4 – 6 years of good growth and stability. These two sides have to stop talking past each other. Director Anderson thanked him for his comments.

Director Anderson – With all due respect to my fellow board members, the reason we here from him so much is because his fellow board members don't speak in this forum often or as much for whatever reason. Good, bad or whatever, it is what it is. He is happy to hear what he heard and talk about transparency; he wears it on his sleeve. He emailed them all everything he ever said, and it is the truth. Shoot the messenger or recall him but he can't sit here in good conscience and let what he knows pass by because other people won't speak. There are people in the room right now who agree with me but because of the politics in the volunteer organization will not speak. You have to question yourselves whether you have a climate and culture in your organization that allows people to speak the truth.

Director deDisse – I did try to say something, and I tried to say something two meetings ago. I don't agree with everything that is in your letter so you are not speaking for me and I don't think you are speaking for every other board member. (Outburst in the room) When you say nobody else will speak, Director Anderson interrupted that all he was saying is he has never spoken on behalf of any other board member.

Mrs. Gilbert – November board meeting minutes on record you said we have all the information about his situation (referring to Mr. Gilbert). If that is true why did Dr. Mosby while we were in Thailand call and let us know that he wanted to look into this more and hear from them the facts. If you have all the information, then how is that possible and how can you stand there and say that you spoke for him in November.

Director Anderson replied that all of the board members were briefed with the same information and in the November meeting he told those attending that we all had the same information. The two ops chiefs had the information. The disciplinary system started in the volunteer organization. They informed us. Chief Weege informed us. Chief Weege and Evens has spoken to your husband on multiple occasions. Mrs. Gilbert interrupted with yelling. Director Anderson said all I know is what I was told. She replied that was her point, that they did not have all of the information because they did not speak with anyone other than their leadership if you want to call it that. Director Anderson said he had all of the information from HR and the leadership of the fire ops division and the district. That if he can't rely on them then we have bigger problems. Paul Saueracker stated that everyone is here voluntarily. Let's keep it civil. There is no need to yell at each other. You can speak quietly, and they will still understand what you are saying. They are here to listen to us and our concerns so let's give them the respect they deserve. Keep it on an even keel. Yelling, they can hear you whether you yell or talk in an easy quiet tone. An unidentified person in the audience asked that as someone that lives in the community and has to be gone a lot leaving his wife home by herself he relies on the department to respond if there is an emergency but he still didn't get an answer to his question of what do you intend to do with the current situation on your hands if all of these people that are talking about leaving and then you have more gaps in your coverage are you going to get on the truck and respond? Director Anderson replied no, as he has a physical disability. What needs to happen is that the people that are frustrated need clarity from their leadership. We are not your leadership per se. Anybody that is leaving because they are confused or concerned or upset about the drama needs to talk to their leadership. There needs to be open honest conversation. He has been reading Terri's business and board meeting minutes waiting with bated breath to see the volunteer organization has shared the details of what we have been working on for the last 18 months. It comes out in dribs and drabs. I've been waiting to hear that it has been talked about and peeled back the layers of the onion of the firefighter survey and that hasn't happened yet. He thinks the biggest problem is communication and it can relieve some of the folks that are upset. He has communicated his thoughts and if the volunteers don't like it they don't want to hear it but he can sleep well tonight knowing that I've communicated my concerns as a district board member with what he things should be done. He also thinks there is a vacuum of knowledge and understanding in the volunteer organization about what is truly going on. There is great esprit de corp and you all rise to the occasion and clap and are missing the bigger point. An unidentified person in the audience said that if there is a fire someone has to step up and lead and asked if ultimately the district board should be the top leadership and they actively have to do something not just say you should do what you should do because if his house catches on fire and he calls 911 and no one shows up that is on Director Anderson. Director Anderson replied that he gets that but his point is we have worked very hard for a long time and the work product has not been shared with the volunteers. He has put it to work. He hasn't sat back and taken what he knows and doesn't think is good for the community that is or isn't coming out of the volunteer organization happen. He is not putting his head in the sand. He is being vocal and you can take it or leave it but he will sleep well knowing that he did his best to share with you what he knows. Now you have to ask your leadership what is Anderson talking about, what is going on? Get to the bottom of it. He thinks people rise to the occasion and he has heard from volunteer leadership that we don't want to ask more of the volunteers and that's an admission that they need to ask more or get more volunteers

or figure out how to have better performance and output. That's the goal. How to make this district have better performance and output. He is glad to hear the numbers are going up. Directors Mosby and deDisse asked him to move the meeting on. Jeff Genender asked why the officer corp had decreased as they are the ones to provide training and leadership and this is the lowest he has seen it. If we say that we rely on the leadership and that since leadership is top down that leadership could be the cause of why the officers are leaving and the morale issues are happening and if that be the case then how does this get addressed when the problem might be the leadership, ie the Chief or you yourself. Rob Dodge stated that the bullet points listed in Mr. Anderson's email were things the firefighters need to work on and from what he has been able to see in his 8 years with Evergreen is that officers and trainers have worked on those things, have they been successful according to you no. He has watched a lot of things change in the department in his short 8 year period and one thing that has changed a lot, that continues to change, is the actual membership. We lose people for a variety of reasons, our recruitment brings new people in, there is constant turnover, retention is an issue. Our volunteer board currently headed by Connell is voted in and out changing constantly over the 8 years. The district board has been voted in and out and there has been some change which is a testament to what you have done for why you have not been "replaced." The longest that he has seen anyone be the volunteer chief has been a year. Multiple voices in the room at once. We've changed how we train, who trains us, we've brought people in from the outside, there are professional firefighters that I have an enormous amount of respect for that have provided great trainings for us. All of these things have changed except for one thing. Chief Weege is the constant so where do you put the blame for the lack of progress? Is the blame top down or is it the bottom? Whose fault is it that according to you we're crumbling? According to Mr. deDisse we are on an upswing so where does it lie? Director Anderson state that one of the things Chief Godaire said to him when he resigned was that he could count on one hand how many firefighters at the time he could rely upon to lead a team into a burning building. Five out of 80. Mr. Godaire said that is correct, but it is out of context. Five being those he knew could be leaders that he had full comfort they could bring others out of a fire. In the case of a fire department, Director Anderson interrupted to say he didn't need a lecture. An outburst in the room. Director deDisse said you put him in the corner John so let him talk. Director Anderson said he wanted to finish addressing the person that asked about training and that the chiefs are in the position of having to provide performance to the community and Chief Godaire said there were 5 that he has could rely upon. Mr. Godaire said the five were the five the he knew and trained on that he knew were able to bring other firefighters out. Not sure where that is going in regard to what Director Anderson is trying to prove. Director Anderson replied that he is trying to open their eyes to the competency and the Mr. Dodge's point about how many officers were able to fill the chiefs officers slate when it went from 18 to 7 or whatever, and it's diminishing and that is a problem. There is no depth of leadership. There hasn't been a concerted effort over his 5 years here until lately, that depth is not being built. Mr. Godaire stated that it takes 5 years before you are comfortable being a firefighter and are effective in the field. With that then you have 5 years to bring these people up so out of a total of 80 firefighters you aren't going to have a large portion of people that you can say you know he is going to bring everybody out of the building. We have to continuously train. There are no fires still burning in Evergreen and that is not the measure but there has not been a fire in 70 years that hasn't gone out. From a chief's point of view, yes I am going to have an opinion that there are only a few that I am going to be comfortable sending with a team inside a building. Director Anderson responded that there is a hole that is forming and it may not be any individuals fault, with turnover you lose good people for a lot of reasons, sometimes they make bad choices and you lose them; sometimes they move out of town. It's a reality that we are stuck with right now. The bottom comment that I made to the organization is you need a plan for your future. You may not want to hear it but you need a plan to figure out and secure the future. Trucks may be getting out the door faster that's a wonderful thing. But there are a lot of things that are a threat to your success. The bottom line is the district, he and others are trying to help the firefighters help us prepare for what is unacceptable. At what point does Chief Evens say he only has four officers that he can rely on. It's your problem to fix and we're here to help. An outburst in the room. Mr. Godaire responded that statement is the problem, it's not the firefighter's problem to fix, it's our problem. He would bend over backwards to help Mike and this board and is here tonight as a retiree. It's not a you problem, it's a we. Outburst in the room.

John Oglesby – He is the junior lieutenant on the department and has 9 awesome firefighters on his team that he wouldn't just send in a building, he would take them on his team. He knows they would pull him out. There are a ton of firefighters in this room that he thinks the same way. Maybe some of the stuff has

been taken out of context and isn't as bad as Mr. Anderson is saying. We have some awesome folks on the department and he thinks it is getting better.

Rob Dodge – All that being said if all these things have changed and if all of us are failing and we need some direction from somebody and your statement of “Your problem, fix it” is the problem. We need overhead leadership support that will help us figure that out. He knows that working with Chief Evens they may not always see eye to eye on policy matters but I have the greatest respect for him as a firefighter and as my chief. The same with the rest of our volunteer chiefs and officers but apparently all of these people aren't getting it done according to you so asking for your help to make it happen and Mr. Anderson saying its your problem fixed it is screwed up. Director Anderson called on Chief Evens to tell the room what has been done the last 18 months and who has helped to spearhead change in your organization. Director Anderson stated he is not talk he is action. Director deDisse responded this is public comment. We are not into tearing the chief down or putting him on the spot.

Dylan Woods – An attorney here on behalf of Mr. Gilbert. There is no adversarial action and we understand the board may have counsel. His firm represented the district many years back on another matter and he needs to state that before he makes his presentation for ethical considerations. Director Anderson asked if as an attorney he thinks it is appropriate to discuss HR matters in a public governmental setting. Mr. Woods replied that he can't give legal advice since the district is not his client. Director Anderson asked if he can stop Mr. Woods if he begins discussing HR matters. Mr. Woods replied that government can impose reasonable time, place, and manner restrictions on speech. He noted that his firm represents individuals and some special districts, that he represents some fire district boards. It is important to him when he advises his boards that they follow the law, they follow their procedures, they do what they are supposed to do when they respond to their constituents. He has been involved in some recall elections and they are very expensive and hard on districts. Districts that are experiencing personnel issues, experiencing a recall, do not solve their district issues. They have more. Until it gets to be 15 years down the road and something bad has happened. There is an election coming up in May with the deadline for nominations in February. Any eligible elector is able to petition to become a member of the board and go through an election. Elections are also very expensive. As the government, which you are, you are obligated to provide due process, which is notice and an opportunity to be heard at a hearing. I agree with you on your prior statement that it would not be appropriate to discuss individual personnel matters in a public forum like this, but it is nevertheless the boards obligation to respond to those personnel matters in accordance with its policies. He doesn't represent this board and didn't draft its policies. Perhaps the board and its attorney has a different perspective on them than he does. Nevertheless, the board has an opportunity and an obligation to at some point take up the Kevin Gilbert issue. If I am there, I am happy to participate, if not that is up to Kevin. But there are other issues apparently that the district is experiencing that I do not have anything to do with and can't speak to them. But I can tell you that if I was representing a district that was experiencing what this district is, he would have some serious recommendations for how those issues could be remedied. He would suggest consulting not only with an attorney but also with your constituents. Listen to what they have to say. Speak freely and openly both ways. If he were to find that his board members were not following their policies, his hands would be tied. Districts operate under state stature if they are quasi-municipal governments and there is very little you can do about a rogue board or board member or rogue employee of the district. Chiefs have basically have discretion and authority over operations of the district. Boards have sole discretion over the administration of the district and the Chief. If they stop exercising that the only options are recall, join the board, or petition the government for redress. If the board decides that a board member is acting improperly then every board member by the oath you signed has an obligation to inform the board member that they are acting inappropriately, inform the pubic, or do whatever is necessary to get the district back on track. I understand that there is a lot more to say and I hope that you will listen.

Jeff Gilbert – In the interest of civility he will try to stay calm. He thanked Dr. Mosby for taking the time to reach out and meet with Kevin in due diligence. The only board member that did that in trying to find out what the truth is. He can't believe that after listening to the board meeting in November and Connell commenting on 15 pages of minutes from you John and the way that you have documented and controlled this session today, I have nothing in my 9 pages of notes to keep up with what you are doing. We are in a severe crisis of leadership. He came here 33 years ago to meet Dale Tolan and fell in love with the place. They bought the Holly Berry and moved here to raise a family. Son Kevin has been a firefighter here for 12 years. In 2007 the Holly Berry had a devastating fire. The volunteers did a tremendous job. We lost our business but there were 7 other business impacted and the volunteers did a tremendous job of saving

them. We've been very thankful for the effort the volunteers do, the risks that you take, the fact that you are willing to run into fires not out of them. As a member of the community and the business community we relish the fact that we have a volunteer force that takes that sacrifice and do the hard work. As voters we have an obligation to vote in a board that represents us properly. Unfortunately, that is not the situation today. We have very limited results at this time and it's frustrating to listen to what is going on. He appreciates the representation and legal position of Dylan Woods. Due process in this department with the volunteer leadership and what this board has done to his son is unconscionable. He found Mr. Anderson's email offensive. John has talked so much that he doesn't know how many times he has contradicted himself and lied about the things going on. Dr. Mosby asked for more information. In November you said we have it all and we have the authority, the power. Yeah you do. You also have the responsibility and autonomy to do the right thing on behalf of the citizens. When he sees what Chief Evens and Duncan have done to falsify documents and you haven't asked to see that or talked to any of the people involved beyond listening to what Weege tells you and as a result you'll wait until I am finished. Director Anderson stated you will not tell me what to do. Your attorney told you who runs the meeting. Mr. Gilbert responded you may run the meeting but I get my time to have my public comments. When a group gets together and makes a determination that a performance improvement plan and you tell an attorney that you are going to represent their client and you can leave because we aren't going to terminate them and then he gets terminated that is fraud. The only man responsible for that is Weege. You want the volunteer board to take control and yet the letter can't come from the volunteers it comes from Weege. And Mr. Anderson said in your last email that you didn't know anything about it, that the district didn't have anything to do with it. Either you lied and you did know about it or the district did it and you don't know what you're doing in your job. I have a message for the volunteers. You guys do great work, thank you very much. You have an election coming up November 27th vote no. Kevin Evens is not qualified to be your chief. Start with that, vote no. Number 2 Weege. Director Anderson interrupted Mr. Gilbert to stop his speech. He stated there would be no beating up of employees in a public meeting.

Mrs. Gilbert – Apologized for her outburst. She questions what the people she called friends have put her family through for 3 – 4 months and in the last week. This is not what people signed up for. She may not be sacrificing her life but she sacrifices her time and thinks it is ridiculous that the board blames the volunteer board or her husband but none of you (indistinguishable) and some contributed and shame on you. She wants everyone to know what she thinks these volunteers do. As a member of the community and the wife of a volunteer captain she shares her concerns related to the current leadership. Her husband is a committed individual and moved to Evergreen over 12 years ago so that he could volunteer here for the fire department in the community he grew up in. Like most volunteers families their lives have revolve around Monday night trainings, officer meetings, board meetings, mid-day discussions, Saturday fire training and more. Missed holidays, late nights is the norm of volunteer firefighters. The truth is being a volunteer is a sacrifice. It takes commitment and love that these people give selflessly to the community every day. These volunteers have patience, compassion, care and concern, and are the true heroes in the community. My husband's 12 years of commitment included at one point being a long standing assistant chief who has years of experience leading and training the men and women of this department. He is one of few state proctors on the department and 18 months ago he was recommended to become an interim chief and more recently was asked to be part of the interviewing process for the new assistant chief of fire operations. He has 12 years of service with never having a verbal or written warning, nothing but letters of thanks and appreciation. But then he wanted to speak up for his brothers and sisters and things changed. My husband and other leaders past and present under this leadership have been intimidated and wrongly accused of doing things that never happened. In reviewing the timeline of events it is apparent that he was singled out for disciplinary action because he dared to propose a change to the balance of power between EFR and EVFD not because he engaged in any wrongful act. This leadership has allowed bylaws to be ignored knowingly. Where is their punishment? This leadership unfairly punishes the volunteers for attempts at having a voice while those who blatantly ignore the rules of the organization get nothing. They weren't suspended or even given a verbal warning. In this organization the board and the chiefs have all the power but worse have the only voice that is allowed to be heard. Even last night an email was sent to censor you to tell you what you were allowed to speak about. President Anderson I remind you that you work for the district, we chose you, and it seems you could use a little humbling. We the taxpayers do not report to you, do not owe you. You work for us. You point the finger at these firefighters, putting them down, telling them they aren't good enough but what are you doing about it. You say you are here to protect the district but that includes these volunteers who deserve protecting as well. What are you doing to stop the

bullying and the threatening? How are you holding those in leadership responsible for their subordination? How are you holding yourself responsible for the leadership failures that continue to happen? The misinformation that is being spread, absolutely no punishment happens, and how much of this bullying will the community allow. Are these leaders what we want? Do we feel protected by this leadership? Trust us you say but why should I. You went on record saying you had all the information and then today said I wasn't aware of it. Leaders motivate, encourage, inspire, collaborate, and unite. And what type of motivation and inspiration are these leaders exhibiting. Don't our volunteers deserve better? My children have cried at night wanting daddy to put them to bed but instead he is running a call or training others. And the holidays or other moments that are missed this is the sacrifice that her husband and every other volunteer firefighter and their families make. It means nothing at all and doesn't even deserve a brief conversation after 12 years of sacrifice to figure out what is going on. On record there wasn't even and I am happy to show this to anyone that wants a copy, not even a thank you for your service in this cold letter that we got on the day our dog died. It is shameful but telling. Volunteers you have to look at the current leaders, the board, the chief, the volunteer chief, the assistant chief, clearly you can see that sacrifice doesn't mean very much to them. That is how she feels with how her husband and family have been treated. He is not alone, not the first, but hope he is the last. This leadership is weak and self-serving. This leadership has forgotten what it is to be a volunteer firefighter, to truly lead. If there are no boundaries for what Chief Weege does to keep his position and power, he has no basis for the claims and false accusations or intimidate a man for his employer. Where is his understanding, his patience, and compassion? His lack of leadership is hurting our volunteers and community. Know that your spouse under this leadership is disposable and not important. To the district board, open your eyes, do your job, and take action.

Paul Saueracker – (A few seconds are missing while batteries were changed in the recorder.) Mr. Saueracker was stunned that this has happened to him for proposing an idea. Because he didn't toe the line and do what he was told. This hurts me to that this has happened because he made a suggestion. This is horrible. There isn't anymore to the story.

Kevin Gilbert – Thanked people for the support especially from his family, wife and father that spoke. He thinks there are bigger issues. He felt he might be the catalyst on the chopping block but the future of the department is what is at risk. You have a chief that is running off firefighters, officers, and leaders due to poor leadership and selfish acts. You are running the risk of losing the great firefighting force that protects this community every day due to men that refuse to work with him. You have demoted a work force who no longer want to promote and are leaving this department in droves due to belittling, bullying and dictator tactics. We've gone through five division chiefs in 6 years. We've gone from an officer corp of 23 down to 8. Through that time there has only been one common denominator. You all say constantly how you thank us for our service and appreciate what we do then you turn around and allow a chief to threaten our jobs, speak down to us, lie to us and show no respect to us. How is that appreciative? How is that respectful to us? Do you all agree with Chief Weege's actions to go against what the volunteer board decided? Do you agree that it's ok for him to lie to the volunteers? That is it ok to violate our bylaws, intimidate our members, continue to remove members of this organization through bully tactics? Do you think that is in the best interest of this community? Enough is enough. It is time for change and it's time to act. You the district board need to act. It is time to address the individuals that are poisoning this department. You have an opportunity to change the course of this organization, restore it to its once former greatness, and unite us again. Firefighters current and former want to be here or come back. We can still salvage this organization but that can only happen if you support us in removing the poison that is within this organization. What is it going to take for you to truly understand what is happening? A recall? A vote of no confidence? A repeat of 2007? We the citizens are no longer going to tolerate being lied to, mistreated, and not listened to. You need to act. We no longer have confidence in having a leader who lacks integrity and is serving himself over the district. A chief who is using his position of power inappropriately and uses bully tactics to make up for his leadership shortcomings. It is time for Chief Weege to resign or be removed. He is no longer above reproach and can no longer be trusted. Furthermore, any board member who agrees with his egregious actions is also no longer a fit and should also step down or be removed. You as a district board need to honor the relationship with the volunteers and follow the bylaws set forth by the Evergreen Volunteer Fire Department. Disregarding those rules and governing by yourself is an affront to the volunteers in the community. Director Anderson you have said the district board is the ultimate authority. You and the district board also have the ultimate responsibility. You are at the risk of losing a very effective

firefighting force. You have the ultimate responsibility to change this. You are supposed to represent the people of the community. We are the community, represent us appropriately.

Bart Corfee – Been here 29 years and his first 15 years were on the fire department. He was known as being very active on calls but also was vice president, treasurer, president. He has been in Connell's shoes. He served with Phil Shanley, Bob Wallace, and sat in the round table discussion when it was decided to go in the direction of a paid chief. Anyone in the room that was there with me, it was a fulcrum of how do we balance the volunteer system with a paid chief and we came away from that discovery process and thought it would be easy if the volunteer system remained strong and the paid chief became the glue holding the two systems together. The back up to the chief was the white shirts sitting behind him. There were six of them in his day. Two or three is not enough. Your volunteers that is a sign of weakness. When he left 15 years ago and there were 6 white shirts and he was going to leave so he wasn't going to get one and part of his burnout was president of the organization. He was there, he fought some battles. Lost a few, won a few. But it was time to move on. His point is that there is a meltdown here. He doesn't like what he hears over here or what he sees here (gestures). Poor Mike is in the middle. He's known Mike Weege for a long time. The position was to be the glue between the two organizations and what they talked about was if the volunteer system got weak the this would have to go to a quasi-paid system. We can't let this volunteer system get weak. Spoke with Dave Schissler, another retiree, and asked him if he has seen the emails. Bart didn't know this (expletive) was going on. He works and lives in this community and is friends with Mark Davidson, Richard Hansen, Jeff deDisse, all retirees, and he didn't know this was going on. He is shocked and disappointed in this board and this organization dwindling down to the strength we are at. There is an absolute meltdown here. And the glue was supposed to be the paid chief with strength behind him and a sensible board that was staffed with elected officials that has a relationship with volunteers. There is no relationship and he was being critical of both sides right now. He is disturbed.

Tom Kletzker – read an email that he sent regarding taking the stand in court and being above reproach. He asserted that Chief threatened him in his job and he quit because of it weeks before his wedding. During his wedding he was (expletive) worried about being fired. Expletive repeated. He deliberately did that. That is who is in charge. He is a volunteer for (expletive). Don't empathize with him, say you're sorry.

APPROVAL OF MINUTES:

- December 10, 2019 EFPD Regular Meeting Minutes: Director Mosby made a motion to approve the minutes as presented; seconded by Director Christensen; motion carried.

PRESENTATIONS:

- November 2019 Financial Report: Director Christensen made a motion to approve the October Financial Report; seconded by Director Mosby; motion carried.

DIVISION REPORTS:

Administration / HR / IT:

- Finished 2019 with 2384 calls, a new high call total. Reference: 1995 – 1381, 2005 – 2027, 2015 – 2071
- Resumes are being reviewed for the Fire OPS Division position
- Inter Canyon Fire, North Fork and Elk Creek Fire are evaluating a consolidation with a target completion of 2022.

Fire Operations:

- Structure fire on David Drive was well attended
- Academy has begun EMR classes
- Ice Rescue Training was held.
- Many Holiday Events, the Block Party and the Polar Plunge. The Polar Plunge was moved to the Buchanan Rec Center pond while Evergreen Lake Bridge is under construction.

Fire Prevention:

Fire and Life Safety Educators, Risk Reduction:

- Commercial inspections came in at 98.3%
- Walmart will be undergoing remodeling starting in March
- Writing an IGA to provide plan review and fire investigations for NFFPD
- An ATF BATS account has been approved

- Skate the Lake Street Party was successful and without incident
- Target Solutions purchased/ implemented to assist us in training and documentation.
- Basic pre-plans have been entered in Emergency Reporting for all commercial structures in the district.

Wildland:

- Squad Leader position has been posted
- MOU with JeffCo being developed to get right of way access for mitigation efforts.
- A grant for \$20,000 for CWPIP support was received. A grant from the Nature Conservancy will also be split between multiple CWPIPs.
- The CWPP meeting was attended by 100+ people and was very productive. FEMA modeling and Ember modeling will be completed soon. Fire modeling has been completed. In March it is hoped to hold a public forum on the CWPP at the high school auditorium.

EMS:

- 654 CPR students in 2019 – Great job John Lock and instructors.
- CP #s for 2019 + goals – 89 referrals, 39 ongoing contacts, 10 ICHC referrals.
- PT staff update + goals – 8 applications received
- Cadet program update – 7 cadets have joined the EMR class for this semester.
- Paramedic Students from Red Rocks and St. Anthony hospital will be doing rotations of ride alongs for an opportunity to see the difficulties of extended calls times and how the ECARES and ICHC programs work.
- Overtime for the final quarter of 2019 was 57% covered by part time staff.

Maintenance Division:

Fleet

- One new Durango arrived. Lights, siren, graphics to be installed.
- New ambulance center console will be redesigned and replaced to accommodate the variety of telemetry currently used.
- Matt Duty has completed SCBA /gas monitor training and is certified to repair the SCBA.

Facilities

- Training rooms A&B installed display wall.
- Prevention consolidated the inventory of extinguishers opening additional storage for the ATV with plow.
- A more robust sand spreader added for snow management reducing the time of hand filling. Focused on improving traction on the Bergen campus.

Strategic Planning Implementation: (Quarterly) New Strategic Plan is scheduled to be completed within the 1st quarter of 2020.

JANUARY BOARD MEETING TOPICS:

Topic	Initiated	Scheduled/ Completed	Recommendations / Actions
Audit & Budget Committee	Feb-16	TBD	Update quarterly with report by Pinnacle
Overtime Report	May-16	TBD	Update quarterly
Bylaw / SOG Review	June-19	TBD	Update as needed

BOARD COMMITTEE REPORTS:

Audit and Budget Committee: Director deDisse and Director Gregory

Personnel Committee: Director Anderson and Director Mosby

401a Pension Board: Director deDisse

Property Committee: Director Gregory and Director deDisse

Wildland Committee: Director Anderson and Director Mosby

Strategic Planning Committee: Director Christensen and Director Mosby

MOA Committee: Directors Gregory and deDisse, Mike Weege, Scott Cole, Wayne Shephard

Unfinished Business

- Fire Operations Climate, Culture, and Performance – No update was provided
- Memorandum of Agreement EFPD and EVFD – Directors Gregory and deDisse reported that there is additional work to be completed but good progress. Additional officer corp and outside assistance will be invited for the next meeting.
- MROC – Captain Bill Cronk was unable to attend to present a proposal for a change to a point system versus percentage of calls and the ability to specialize. This will be added to the next month's agenda for his presentation.

New Business

- 2020 Meeting Schedule – No action is required by the Board. This is informational only and will be posted on the district website.
- Resolution 2020-0001: Posting Notice – Director Christensen made the motion to approve Resolution 2020-0001; seconded by Director Mosby; motion carried.
- Resolution 2020-0002: Election Notice - Director Christensen made the motion to approve Resolution 2020-0002; seconded by Director Gregory; motion carried.
- Spending Authorization 2020-001: \$58,369.00 – Thermal Imagers: Director Christensen made a motion to approve Spending Authorization 2020-001; seconded by Director Mosby; motion carried.
- IGA – UASI: Director Christensen made a motion to approve the IGA with the Urban Area Security Initiative; seconded by Director deDisse; motion carried.
- IGA Addendum – JCMARS / Foothills Fire Protection District: Director Christensen made a motion to approve the IGA amendment for JCMARS to add Foothills Fire Protection District; Director Gregory seconded; motion carried.
- IGA – Wildfire Prepared Home Assessment Program Cost-Sharing: Director Christensen made a motion to approve the IGA for cost sharing of the Wildfire Prepared Home Assessment Program; seconded by Director Mosby; motion carried.
- Procraft Mechanical Design Build Contract – Director Christensen made a motion for the approval of the Procraft Mechanical Contract regarding the HVAC system; seconded by Director deDisse; motion carried.

BOARD MEMBER COMMENTS:

Director deDisse: He would like to thank everyone for what they said. It hits home with him after being on the department this long. He also wanted to say that Connell said it well about the Smith family. Keep them in your prayers. Stacey and Scott Martin also lost their father this week too. They've been in Louisiana taking care of that. Also keep them in your prayers.

Director Mosby: He appreciates the turnout from the volunteers as he knows this is a matter of great concern for all of the volunteers. The board doesn't look at this lightly. There will be discussion going forward about how we do things.

Director Christensen: He would echo Jim's comment that in some ways he is thrilled by the turnout as it shows a level of bonding that is fabulous. The other is a technique he has developed over the years and he does not enter arguments until he has or we all have the same facts. From everything that has been said over a number of times there is wild differences on facts. He was listening tonight to see what he could hear that is new and is ready to participate further but would like to determine if a couple of comments if there is integrity or not, lying or not, we can go around in circles unless we agree on some stuff.

Director Gregory: He liked the tone of Dave Godaire's email today and specifically we need to work together for the good of the district. He will be reaching out to my fellow board members regarding the comments that he has heard tonight. Some a little disturbing, some lack respect. He still thinks we need to address two separate issues discussed tonight and both need to be reviewed and addressed before the next meeting.

Director Anderson: He appreciates that we are all here for the same reason. We live in this community; our family and friends are in this community. Some of us are career public servants for decades, others are just starting off on that mission. It's an honorable mission. He appreciates Mr. Christensen's comment about trying to have a conversation when the facts are not agreed upon. It's fruitless and he would and wholeheartedly hopes that everybody seeks the facts. Once we find the facts that they become actionable. He prays that with all of the blood sweat and tears that he puts in this organization, that he put into the volunteer organization in meeting with and working with for hours over the last 18 months with the

operational leadership of the volunteer organization. Those are actions not words. If you are going to judge people for what they say and sometimes people communicate too much, sometimes they don't communicate effectively, judge people by their actions too. He hopes that everybody goes out of here with clear eyes and an effort to find the truth and the facts and you'll be better for it. And hopefully change comes after that.

NEXT MEETING DATES:

Regular District Board Meeting on Tuesday, February 11, 2020 at 5:30 pm in Classroom A & B

MEETING ADJOURNED: Director deDisse made a motion to adjourn the meeting; Director Christensen seconded; motion carried. The meeting adjourned at 7:56 pm.

Respectively Submitted,
Carol Hucker
Recording Secretary