



ROARING FORK FIRE RESCUE AUTHORITY

6/16/2026 Authority Board Meeting

Roll Call: President Van Walraven, Treasurer Striegler, Board Member Duroux, Board Member Heivly (Lifesize), Board Member Young, Hilary Fletcher, Secretary Diamond, Fire Marshal Stott, Chief Thompson, Deputy Chief Cornelius, Finance Director Thompson (Lifesize), Attorney Cole (Lifesize), Facilities Director Klein, IT Director Johnson. Others in attendance: Wall, Gerbaz, Boineau, Paul, Station 41 Station 42, Station 45, Waltenburg, Dunn, and Goldyn.

Call to Order: 9:00 a.m.

Approval of Minutes: Treasurer Striegler motioned to accept the meeting minutes from 5/19/2026. Vice President Duroux seconded the motion. All were in favor of accepting the minutes; none opposed.

Attorney Report: Attorney Cole reported ongoing matters with no new updates. He indicated he may provide comments on the employee survey.

Chief Report: Spring Creek Fire Update: Chief Thompson reported that initial efforts to contain the fire were hindered by wind, resulting in a 20-acre spread. The fire started on private property and moved primarily onto Forest Service land. The cause remains under investigation. Federal agencies will cover \$700,000 of their costs, while our share is \$20,000. Chief Thompson told the Board that the new Severity Crew responded and gained valuable experience.

-Station 42 Construction Update: Chief Thompson reported the project is on schedule and within budget. Both Wember and Goldyn have high contingency funds, and surplus funds are expected by mid-October. Wember will provide a report detailing remaining work and the contingency plan. Interior sheet rocking is nearly complete, and work on the new roof is underway.

Finance Report - Audit: Finance Director Thompson reported that all departmental audits have been finalized and filed with the State of Colorado.



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-2026 Budget: Finance Director Thompson stated that the 2026 budget figures through May are on track.

-Election 2026: Finance Director Thompson notified Eagle and Pitkin Counties of the expected participation by Basalt & Rural Fire Protection District and Snowmass Wildcat Fire Protection Districts in the November general election.

Upcoming Action for November Election: Finance Director Thompson informed the Board that the Designated Election Official resolution must be adopted at the July meeting. Finance Director Thompson stated she is working closely with the attorney's office to ensure all deadlines are met in compliance with the Secretary of State and Colorado State Statutes.

-2027 Budget: Finance Director Thompson will begin preparing the 2027 budget in June. In anticipation of the sales tax election, she will develop at least two budget scenarios based on possible election outcomes. Finance Director Thompson advised that an adoptable budget must be ready, as the window for final adoption in December 2026 will be very limited.

Finance Director Thompson added that these budgets will include the current step plan, capital replacement plan, and proposed staffing additions.

HR Report (presented by Secretary Diamond): HR Director Thomas was absent, and Secretary Diamond shared her notes. HR Director Thomas has incorporated the attorney's suggestions into the updated policy manual, which is now under final legal review. Once approved, the new policy handbook will be published.

-Hiring: Secretary Diamond reported that four new Temporary Seasonal Wildland employees began on May 26, 2026: Carson Oakley, Ian Boye, Brady Samuelson (third season), and Luck Henderson.

-Dave Klebes, FF/Paramedic, was promoted to Lieutenant Paramedic and will begin the week of June 15.

-Secretary Diamond, on behalf of HR Director Thomas, reported that four contingent full-time job offers have been made to Travis Sugg, Ian Fradl, Nolan



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Sawtelle, and Joshua Snyder (currently part-time). All will begin a 160-hour onboarding academy on July 6, 2026, led by Lt. Ryan Clark.

-Surveys: HR Director Thomas is conducting a valley-wide benefit and compensation survey to provide a detailed comparison with neighboring Fire/EMS agencies, including Aspen, Carbondale, and Glenwood Springs. HR Director Thomas will distribute the annual compensation survey at the end of June for data analysis and budget recommendations.

Fletcher Report: Hilary Fletcher of Woolpert Consulting presented findings from the recent employee survey. The survey included 17 questions, received 59 responses, and generated 41 open comments. Fletcher reviewed the questions and responses, organized comments by theme, and compared results to 2020.

-Fletcher highlighted survey concerns regarding staff feeling well-informed about RFFRA, being included in decision-making, and the productivity of internal communications.

-Fletcher summarized positive feedback in the Open Comments on what is working well: Lieutenants and Battalion Chiefs were widely praised for professionalism, communication, and dedication. Peer relationships and crew culture are strong, with high trust and mutual support. Most respondents viewed compensation and benefits positively, and station facilities and apparatus maintenance were noted as strengths. A strong sense of mission and community pride was evident.

-Fletcher reviewed the open comments for opportunities of areas of improvement with these prevailing themes: **Trust** - Executive leadership needs to be more meaningfully engaged. **Communication** - Generate more opportunities for line staff to have more input and be genuinely heard. Provide two-way communication channels for staff input. **Retention and Turnover** - Communicate the retention plan to staff. Utilize existing interview findings to support new strategies. **Transparency and Accountability**- More Transparency in decision-making. More accountability for poor behavior. Enhance a safe space to speak up.



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-Fletcher reviewed the open comments for areas of improvement with these moderate themes: **Compensation and Benefits** - Share employee housing program and market analysis information. Address wage compression (subject to successful funding vote). Share compensation findings and strategies. **Training** - Improve coordination with the Training Division and the EMS Division. Provide clarity on training requirements and opportunities for all staff levels, and seek feedback. Foundational skills need to be consistently reinforced.

-Fletcher recommended reconvening the compensation team twice a year and engaging a facilitator. Chief Thompson supports using a facilitator to rebuild trust and improve communication, involving volunteers, part-time, and full-time staff. He also plans to reestablish volunteer meetings once Station 42 is reoccupied.
Discussion:

Board Member Heivly expressed concern about executive leadership and questioned the usefulness of the data. Board Member Heivly asked whether the Board could access the raw comment data so members could review it directly and draw their own conclusions. Attorney Cole explained that raw data is typically not shared and would only be discussed in an executive session if necessary. Board Member Duroux reminded the Board that it is not involved in daily operations and confirmed this with Attorney Cole. A motion was made, and no executive session was required.

Board Member Young moved that the Board not receive the raw comment data from the Woolpert employee survey. Board Member Duroux seconded. With one opposed and four in favor, the motion passed. The raw data will not be shared with Authority Board Members.

Discussion:

Board Member Duroux moved to proceed with addressing the deficiencies identified through the survey process. Board Member Young seconded the motion. The motion passed unanimously.

The Board will receive an update within 30 days, including action items and recommendations from the facilitator, with additional milestones anticipated at 60 and 100 days.



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Fire Marshal Report: Fire Marshal Stott said it is business as usual, nothing new to report.

Cornelius Report: - Sales Tax Update: Deputy Chief Cornelius told the Board that Collin Gabriel from Tischlerbise was expected to present low-, medium-, and high-growth sales tax projections, but Deputy Chief Cornelius is working with town managers to highlight a large gap in those projections. Deputy Chief Cornelius told the Board that multiple meetings have been held to review revenue data and address discrepancies in sales tax projections. Deputy Chief Cornelius said significant differences were identified in the data, prompting a review of residential and commercial properties to ensure they are properly included in the shapefiles.

Deputy Chief Cornelius informed the Board that a meeting is being scheduled with the towns' finance directors to review and break down sales tax revenues by category.

Deputy Chief Cornelius said updated information and projections will be presented at the July meeting.

Deputy Chief Cornelius thinks there is concern that the revised projections could affect the ability to move forward with a ballot measure, as the sales tax estimate may be affected. Deputy Chief Cornelius thinks the taxable amount will likely need to be reduced based on the updated data.

Deputy Chief Cornelius told the Board that discussions have taken place with the Presidents of the Basalt Board and the Snowmass Board of Directors to plan a meeting with the Boards and Towns for July. Deputy Chief Cornelius said the goal remains to achieve approximately \$3.5 million in revenue to support Option 3, and staff are continuing to refine and verify the data. Deputy Chief Cornelius told the Board that consultants are working with the information and timelines provided. Deputy Chief Cornelius said efforts continue to bring together the towns, boards, and consultants to review the updated projections and reach alignment.



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Facilities Report: Facilities Director Klein is scheduling a housing meeting with all RFFRA tenants and Deputy Chief Cornelius in approximately one month.

Facilities Report: Facilities Director Klein reported that Mele's two-bedroom unit in Snowmass Village is vacant, and Chief Thompson noted that heating repairs are underway. Facilities Director Klein said there is also a vacant two-bedroom unit at Willits. Facilities Director Klein said at Station 46, one person will move to a two-bedroom unit in July, creating a vacancy in the one-bedroom unit.

IT Report: IT Director Johnson announced that the 2025 Annual Report is complete and will be distributed to all users and Board Members, and posted on the website today.

Master Plan: Chief Thompson stated that several items will be completed with the opening of Station 42.

Public Comments: none

Board Member Comments: none

Staff Comments: none

Old Business: none

New Business: none

Adjournment: Board Member Young motioned to end the meeting. Board member Duroux seconded the motion all Board Members favored ending the meeting at 10:09.

Click this link to watch in its entirety: <https://youtu.be/ZWvaMLNNFDo> .