

SPECIAL MEETING  
BOARD OF DIRECTORS  
DE BEQUE FIRE PROTECTION DISTRICT

DE BEQUE FIRE HOUSE  
MARCH 17TH AT 2:30 PM

MINUTES

CALL TO ORDER: Meeting was called to order by Annette at 2:30 PM. Directors present were Karen Latham, Marge Mackey & Annette Tanner. Joe Feeley was absent. Fire District staff present were Nick Marx, Fire Chief, and Shanelle Hansen, Secretary. Guest present was Shannon Currier, Accountant, and Michael Santo, Labor Attorney. Public present for latter half of the meeting were Chris Marx, Beth Marx, Danny Marx, Cody Marx & ?? (Does anyone know who the other kid was?)

ADDITIONS, CORRECTIONS OR DELETIONS TO THE AGENDA: None

APPROVAL ITEMS: None

PUBLIC COMMENTS: None

OLD BUSINESS: None

NEW BUSINESS:

- 1.) Fair Labor Standards Act – Michael Santo, Labor Attorney – Executive Session – Marge motioned to enter into the Executive Session at 2:34pm. Karen seconded. Karen – Yes, Annette – Yes, Marge – Yes. Motion passed.

Annette read the paragraph from the Policy Manual that should be read for each Executive Session and outlined the reason for entering into the Session. That reason is for confidential consultation with Labor Attorney on Labor Laws.

EXECUTIVE SESSION commenced at 2:37pm.

Marge motioned to Adjourn the Executive Session at 4:27pm. Karen seconded. Karen – Yes, Annette – Yes & Marge – Yes. Motion passed.

ACCOUNTANT’S REPORT – By Shannon Currier – None

FIRE CHIEF’S REPORT – None

PUBLIC/BOARD COMMENTS: The comments below were edited for clarity & continuity – the content remains unchanged.

Nick stated there was some public who wished to speak to the Board before they adjourned the meeting. Chris Marx asked if the Board was out of Executive Session. Karen and Annette answered yes. Chris stated it is kind of crazy some of the people who were involved in it. He stated he has heard some of the stuff that is going on and he is pretty irritated. This is what is going to happen if you guys don’t follow the guidelines that are sent down by the US

Department of Labor. Nick Marx is now represented by Traylor, Tomkins and Black and Chris will sue this Fire District for every amount of money that is in the bank right now. Chris stated he is not kidding, he will go back on his 18 years of being here and his dad's 40 years of being here. The fire Board cannot exempt one person. Chris stated he does not know if the Board has actually read its own literature, but this is not going to happen. Chris stated he has owned a company for nine years, he does not care what the Board thinks they know or what they plan on doing but this is set in stone. His lawyer is going to jump all over this Board like a bastard. He has heard a lot of the rumors. Not only can he go back on the Fire District for 2 years, but he can go back for 15 years. Does the Board want to know what 15 years of overtime pay is going to cost? Millions of dollars. Chris stated he is very well prepared to do that. He will exhaust all of his efforts to do that to this Board. He stated his lawyer is excited about it because it is so easily written.

Beth stated she wants to know how the Fire Board has come up with the conclusion of how Nick can be exempt. Marge asked exempt from what? She does not know what they are talking about. Beth answered the overtime pay for the last two years. Chris asked Shanelle if she did not send a document he brought with him out to the Board regarding overtime pay that covered overtime pay and how they were going to exempt somebody. It is illegal for one thing. Beth said to hold on, let the Board answer. They want to know about the issue of Nick being exempt from everyone else, including herself, who worked here from overtime pay over the last two years. Marge stated Beth would not be exempt. Beth said she knows that but why is Nick. Marge stated her understanding is by law a supervisor.....Chris said nope. Marge said she is just saying what they have been informed so far is that supervisory positions.....Chris said oh no, it is exempt in the Board's own paperwork. A firefighter is not exempt according to the rules. Beth stated, regardless of whether Nick runs the scene as supervisor or not. Chris presented the document he brought in and asked the Board to read it and follow the guidelines. Firefighters, policemen, EMT's, medics are all not exempt employees. Beth stated regardless if Nick runs the scene and he does not run into a burning structure or maybe work on patients, he.....Marge stated you guys are saying that supervisors are not exempt. Beth answered they are not. Chris stated as an employer in the oil field a supervisor would be exempt. Firefighters/EMT's and all the others he named across the country are not exempt. Beth stated in the State of Colorado Nick is qualified to work on you – as would she. So her point is he should not be exempt from the overtime pay no matter what just because he runs the scenes. There has to be someone that says "Hey, go in the east side of that building to put the fire out." There has to be someone talking to... Forest, okay.....to say go into that side of the building who can see the outside of the building so that Forest doesn't die. So why should he be exempt. Chris stated actually, if the Board reads that, it is pretty black and white and it is very, very simple. Beth stated that Shanelle is the one who emailed all of this to everybody other than Nick so technically that information came from the Board. So, if the Board wants to pay Nick his last two years of overtime...Chris said to put it blatantly it is bullshit is what it is. You want to exempt one person. Beth said you can't. Marge said the Board has not said who they are going to exempt, first off, they are just in the beginnings of it all.

Chris stated this is De Beque and they have already heard the rumors. Marge said that is a scary thing, listening to rumors. Beth said yes it is pretty scary since it is about someone she is close to. Chris said he is pretty tired of all of the crap so trust him when he says that his dad is now under his lawyer. So whatever decisions the Board wants to make, they better think about them very clearly because right now they are setting themselves up for a multi-multimillion dollar lawsuit. Beth told the Board they could have the document Chris brought in so they did not have to write it all down. Chris said the Board can do whatever they feel they need to do but trust him

when he says what he is going to do. Marge said they have not said who is going to be exempt and who is not yet, they are just in the beginning stages of finding out what can be done. Chris let the Board know he is going to come back on the Board for his last 18 years if the Board is going to pay back pay, which is a bunch of bullshit anyways. Go ahead and take a bunch of money away from a District that the employees don't actually deserve anyways because they were on salary. Chris stated he runs a company so go ahead and pay them for the time that they sat around here on their phones, playing birds and a bunch of other crap. Cause, guess what, 18 years, were they here? Were they fighting fires? No they weren't. Were they training? No. Beth asked instead of going back and paying back pay think about this from this perspective. If, from here on out, the Fire District went to a 60-hour week....Chris stated, which his company does and it's the law.

Beth stated her point is, granted, the Town would be taking a gamble during fire season they may be working more than 60 hours a week, but the guys are on salary. They knew what they were signing up for – they wanted what they were signing up for. Before she quit, Nick and she had tons of conversations like why can't they go to 4 on and 4 off, yadda, yadda, yadda. Beth stated she and the other guys are taking that gamble as fire fighters, as EMT's, doing what they love to do, assuming it is going to be 40 hours a week. So, if they all work Monday, Tuesday, Wednesday, Thursday, and get 5 calls on a Thursday night that is the gamble that they take. Realistically this District does not get that many calls in a given forty hour period. Just because it is slow, not that that is bad. Pine Ridge fire is a good example of that. They worked more than 40 hours. That is the gamble they take. So, instead of going back and paying whatever overtime, whatever that is going to be, why not go to a 60 hour week. Base the salary on that and if they end up working past the 60 hours, that is the gamble that each individual, fire fighter/EMT, that sits in this place gets paid every single friggin week to be here. Because 80% of the time, and she has witnessed it sitting right there, on her freaking computer, doing whatever. Obviously there is training that is involved throughout the week. That would be cheaper for this freaking District. There's no reason to exclude Nick from any of this. He goes on every single freaking call as everybody else and he does not come back here and bitch. The Board probably doesn't understand the fact that when there is a call Nick's got five different freaking shit he has to email to and do all of this paperwork that takes ten times longer than anything else that anyone else had to do as EMT's. Nobody knows that since they are not sitting in Nick's spot.

Chris stated the employees also got paid for training. As an employer would he train a person? No, when he hires someone, they had better be a professional. So this District paid ½ of these guys that did not have the education and the knowledge that they have now. They were sitting in here, studying to make more money while being paid. Every other profession, an employee would actually have to go out and do their own training and then hire on. Beth stated she was one of those. She volunteered for the De Beque Fire Department and was not an EMT. She called Nick, filled out an application and she paid for herself to go through school. She got her certification, worked 6 months on the department, and the department ended up paying her back after that. Chris asked how would half of these guys like to make \$10 a call. That is what he used to make. If he was out there for 5 hours he still only got \$10.

Beth stated there are people that she knows who have taken the class, never tested out, and the department still paid for it. Chris stated they took their test over and over and over. Do you know how many guys in here flunked their Haz Mat tests 4 and 5 times? Beth said she was one of those ones. Chris stated he passed it the first time and still held a job that paid for his family. Luckily the department....actually they did not even have books they were so broke they could

not buy books. So they had to borrow from somebody, yet now everybody else gets paid to flunk their tests. Beth stated her point is, though, is Nick has given faith in Forest, in Jesse, in Ryan and Patrick and whoever else is here. Faith in those men to do their job. He has paid them well. Anytime they need time off, Nick says Oh Yeah that's fine, we'll do that. When she was going through school he said when she did 6 months on the department she would get paid back. She knows for a fact that when Shanelle took her tests, the department paid for it. She never took her EMT final, she never passed it if she did take it. She knows this because she has looked it up. The department paid for that but she doesn't work here 'technically' or have her EMT. So she is tired of Nick being scrutinized and being treated like shit when he has put in 40 plus years to protect this entire community, Forest involved. That is what pisses her off. Shanelle told Beth she took and passed her EMT final. She did not take the National Registry Test, but she did take and passed the EMT final. Chris said he passed his test in 3 months. Beth asked, in the State of Colorado, Shanelle, are you an EMT? Shanelle answered no she is not. Beth stated that is her point, all of this other shit is irrelevant. The point is, the department paid for it. Shanelle answered yes they did. Beth said right, when she became certified she paid for it herself and after 6 months the department paid it back. Chris said he paid for his certification too. Her point is, Shanelle is sitting here scrutinizing that man, and she knows Shanelle has a lot to do with it because of Doc and whatever the hell happened before she got here. And even if she was not married to Chris she would still be this way because that man sitting next to Shanelle has the biggest freaking heart in this entire world. He has done so much for so many people and whatever Doc and him had was their shit. For him to be scrutinized is not fair. And she knows very well that Shanelle knows what she is talking about. She would protect her husband from anything as well, but at the same time Doc quit.

Chris stated his dad started this department, his mom was an EMT, his oldest brother was an EMT, he is an EMT, his brother is an EMT. When that pager went off, his entire family left. That is all that ran this for 10 years. His mom, his dad, his oldest brother, himself and his little brother ran this department. How do you think people got to the hospital? And now it is a bunch of bullshit because the District has money now. They ran it with no money with their own jobs. Danny Marx stated they paid for everything themselves. He made \$10 a call. They came over to the fire station on the weekends and worked on equipment so that when someone's house was burning down they might be able to make it there on a bunch of \$20 parts. He is tired of seeing his dad being raked over the coals when the District finally has some money. These fire fighters working here now get paid way more than if they were to try and go get a job in Grand Junction. That is what makes me mad. Beth said if the Board would to look at public records, look at Grand Junction, look at Clifton, look at Palisade, look at everywhere. This department pays more than any other department, for the hours that these guys work, in the valley. Chris said it is pretty crazy that De Beque pays more money than anybody. Beth said she is not saying they have it easy because it is a hard job, they deal with deaths, they deal with crazy stress, she gets all of that. But it has to be...fire departments are supposed to be a family. Right now it is everybody against Nick. That is not fair. It is not fair. The Board can ask Ryan. Ryan is not a huge fan of her, he never has been. But if she went into a burning building she would want to know with satisfaction that she would have guys behind her back to save her ass if something went wrong. Right now she would not trust these guys to save Nick if that is what it came down to. That is a really, really shitty thing.

Beth stated when Melissa was having her baby Nick told Forest to take off and do whatever he needed to do. Whatever the issue was, he always let anyone have the time off that they needed. Even though they were supposed to be there 24/7 on call, carrying their pagers, if they were in Grand Junction having dinner they better make sure, if that pager went off, their asses were back

up here in time enough to help with whatever was going on. That is what fire fighters and EMT's do when they love their job and love to help people. But to have a family sitting on their Chief is a very, very crappy thing. Chris said that is not going to happen. He is not going to sit here blowing your ears up, but he is here to tell you, as of today his dad is represented by a very, very good lawyer. Chris stated it was not his dad's idea, it was his own. This lawyer represents Haliburton and most of the oil field and he jumped all over that just reading it for 5 minutes. So, the Board had better read that very, very carefully and if there are any problems reading it then maybe they had better talk to the guy, maybe, standing back here in the back. If he did not advise the Board of what could happen with that then the Board should probably shit can him. So, this is what is going to happen. The Board can make a decision on whatever they feel they have read or think they know, but Chris's lawyer is all over it and right now, as it stands – just make us leap. Cause it is not going to work out very well. Beth stated it is pretty cut and dried. Chris said it is black and white, it is 3 pages, it is so simple he could get his daughter to read it back and she could understand it. Read it very closely, make a decision, which it sounds like everybody has. If not, Chris stated, there is no reason for the Fire Board to go into an Executive Session based on what they've heard and what they've seen, but he is not going to hold his breath any longer and he is not going to be silent. It is going to cost this District a whole bunch of money if the Board does not make the right decision. That is where they stand and he will fight it tooth and nail until he goes broke.

Danny Marx stated just so everyone has a little back up here, he is pretty quiet. He stated Marge has known him a long time. He thinks things through. He has seen a lot in his life growing up with his dad, working this job. None of this would be here without Nick. None of the Board would be sitting in this room, this building would not exist, none of the equipment in those bays would exist without his dad and he will tell you why. His uncle died fighting a fire in 1974 when he was 32 years old. His dad happened to be in town and went out there with him to help because he was here and that is what my dad does. He was 21-22 years old. He watched my uncle collapse and die. He watched his brother-in-law collapse and die. No one knew what to do, not one person. Dad had basic training from the military, he did CPR on my uncle in the back of a pick up all the way to the hospital where they pronounced him dead. My dad swore to my mom that this would never happen again, he would never not know what to do again. He started this department. He scratched, and clawed and borrowed and begged for everything this department has. They grew up living and breathing this freaking department. Christmases they missed, his basketball games, Chris's sporting events, birthdays, pagers would go off and dad was gone. When they got old enough, the pager would go off, they all were gone. Christmases were vacant at their house so many years because they all sweat and bled for this department and they got paid nothing. Freaking nothing. They spent, like Chris said, weekends in here working on the piece of crap equipment they had so that when someone else was injured, hurt or their house was on fire they could try to help them. Danny said all everyone ever does is shit on their dad and he is tired of it. Nick has lived breathed this for 40 years, they have seen it. That is why they are in here. That is why they are pissed. He asked the Board to put themselves in their shoes. What if this was a Board person's father or brother. Going through the crap that this Board and everyone else puts his dad through constantly, it is B.S. Put on their shoes. Hearing the rumors they hear, what would each member of the Board think. He told the Board to go home and check their hearts tonight and see how they feel about it. He does not get fired up very often but this pisses him off. He has seen Nick give everything in his life to this town and this department for 40 freaking years and everyone constantly shits on him. He is done with it, He is backing that lawyer as much as Chris is because he is done with this crap. He is done watching Nick sweat this all of the time. His kids came home from a weekend with grandpa this

weekend and asked what is wrong with PaPa? He doesn't seem right. It is affecting his kids to see their grandpa this way and it pisses him off.

Chris stated 14 years ago he was almost killed on a scene. He got paid \$5 for that call. Five Bucks! Danny said he was there and had to work on him to save his life, his own brother. He and his dad worked to save Chris's life on the scene of a call where they made zero freaking money. Chris stated Five Bucks. Danny stated just so everyone is clear why they are here and why they are upset, that is why. They have lived with this their entire lives. They have seen him go through this their entire lives. Every group of new people comes in here and wants to screw with the Chief because they don't know what else to do and they think they can do it better. Danny stated Nick has done this, he knows what he is doing, he has made this department run with nothing. He can do it now. No one would be here without him. No one. None of the people who work here now, there would be no jobs here. Nothing would be here without Nick, nothing. If you don't believe him start calling some of the Chiefs around here that know him and they will tell you what he has done for this community. He was recognized a couple of years ago as runner up for Man of the Year in Colorado. Does the Board know that? For what he has done here in De Beque. Chris asked how the Board thinks Richard Rupp (sp?) got his job? How do you think the Grand Junction Fire Chief got his job? Danny stated nobody pays any attention. Do you know who backed him for Man of the Year? All of the Chiefs in Grand Junction. Did anyone from De Beque step up and say let us honor him – not one, not one, not one freaking one. That is ridiculous. It doesn't seem like it now but he does believe in God and he does go to church every Sunday. The Board needs to check their hearts and see what they are doing. That is all he has to say. Chris said to put someone else in charge and see what happens. He is going to make this right, his dad is going to get the compensation he deserves and Chris will fight it tooth and nail until the Fire District is broke.

Annette said, before everyone leaves, she just wants to make one statement. She appreciates the fact they are all here backing up their dad. She appreciates what Nick has done for this community, she really does. Everyone needs to realize, she cannot speak for the other Board members, but she works for the tax payer. They Board will do what is right for the tax payer and that is what is important. The decisions she has to make is for the tax payer, which includes each person in this room. Danny said that is who Nick has spent his life protecting, the tax payer. He understands the Board works for the tax payer. Annette said sitting on the District Board she cannot make decisions as a Board member that goes back 20 years. She has to make decisions that are current and now. Chris said when it comes down to inefficiencies in the way things are run he will sue back to 20 years, trust him he will. He is also running for the Board. He knows everyone and he will get on the Board. Beth said by saying the Board is protecting the tax payers when it comes to people who are on salary, why does the Board feel they need to pay overtime pay. She is one of those people so don't think she is trying to be an asshole about it.

Annette clarified they had Michael Santo come to this meeting to advise the Board in the Executive Session so they can better understand what the law is. That was the whole purpose. Chris said the law actually states the fire fighters make more than what the law allows. Annette stated she does not know that. Chris said if they make more than \$433 or \$459 a week, which they do, the Board does not have to pay them overtime based on the hours that are set by the Board. He bases his employees off of 60 hours when they go salary. As long as those hours are set, in the State of Colorado, a company does not have to go back and pay them overtime. That is a whole bunch of wasted money. They knew what they signed up for. They get paid more than anybody in the State as fire fighters. They only work 20% of the time. Chris told the Board to research it. His lawyer is going to have a whole bunch more information for the Board that

can clarify everything. He has another guy coming on board, he is a tax lawyer as well and he will absolutely lay the book down for the Board. Most of the time what he has found with his company is the laws are very simple. That is changing with the Obama Administration, shoot myself in the head, that is changing. Obama is actually going to raise that rate.

Beth asked, on a completely friendly level, what the Board thinks as people, what it takes to be a fire fighter/EMT. What does the Board know on the background of those certifications when it comes to schooling and certifications and training and such. Marge said that is also what they are researching right now. They are trying to go over job descriptions, they are trying to go over how they can legally go about doing things. They are in the middle of it right now. Beth asked why does Marge feel that the guys who are on salary deserve to have paid overtime. Where did that come from? Did she just wake up one day and say "I just feel like everyone deserves overtime!" Where did that come from? How did that get brought about, it is completely irrelevant. If Marge was to work at a job she was being paid salary for, would she go in to her boss and say "Last week I just worked 50 hours, I deserve overtime." Is that not what she would have signed up for originally? Does Marge get what is saying? A person cannot sign up for something and then six months down the road say, "I deserve more!" Beth said she wants to know why the Board thinks this. The crap she and the others have to do as EMT's and fire fighters, the external training that they have to do. Everybody thinks it is so easy- just spray friggin water on it. That's not the concept. It is way more than that.

Chris stated New York fire fighters saw 9-11, they saw a building blow up, they are on salary. They don't even get paid what De Beque fire fighters make. Beth said to Google it, honest to Christ. Chris said he would get that information to the Board, he has all of that coming. Everything will be in legal form and his lawyer will get it to the Board so they can revise it. Because, guess what, De Beque fire fighters don't deserve any more than New York fire fighters and the only thing it is doing is depleting the District. The Board is saying "We got all of this equipment and now we are going to go back through procedures." No offense, but the Board cannot write a procedure of fire fighting. Not taking anything away from the Board, if Nick doesn't know the procedures and if Mike Harvey does not know the procedures, the Board will never know them. Beth said it is not that the Board is not intelligent or anything, but they don't know it. If the Board writes the procedures you should probably crash in a different district.

Chris stated to Annette, if she had a procedure on whatever her profession is, he knows she has a business. He would not have a clue how her business goes. Would he step in as a 3<sup>rd</sup> party and go, "I am writing a new procedure for that shit. No more of that and no more of that." It is probably relevant to what he is talking about. Chris stated to Marge, would he go to her husband and write a new procedure on ranching because he is not doing it right, trust me, he's not. Chris sees him out there every morning at 5 o'clock in the morning 7 days a week, but he is not doing it right. Chris stated he would not do that. So, why would the Board come in as foreign people and go "Hey, we are going to write new procedures. We want to know the truck stuff, maybe we don't need that." What about that one time there is a family caught up on a 3-story level - that piece of equipment would be needed then. It is already paid for, why jack with it? Why mess with it? Yes, there's a little bit of maintenance, but they used to do that with junk. Everyone is so fortunate that no one actually died in a house fire around here with the crap that they had. When a person used to crank start the front of a fire truck at 2 o'clock in the morning they are pretty fortunate to have something that actually turns with a key. That is how things used to be and maybe that is why it is so difficult now. If it works, why re-invent the wheel. If it is not costing a pile of money, why cut it out.

Chris asked why would the Board want to implement that overtime pay. Yes the guys deserve more money. Everyone wants more money. Money makes the world go round, does it not? People want to be able to buy anything they want. They want to go to the mall. Make a little bit more money for them but don't ascerbate it so that it is so far-fetched. Once the Board sets that in motion it is law and they will be setting themselves up for a lawsuit. Say the Board steps up on that plateau and pays everybody back. Well, guess what, if he wanted to, in this day and age, he could come back on the Fire District. If a person can sue McDonald's for burning their tongue on a pickle, trust him, he could come back on this Board because they have money now. So don't set that up.

Beth asked each member of the Board how did this whole thing come about. There had to be something. About the whole back paying thing. Chris said he can tell her right now, he is not stupid, the guys were bitching. "Oh my god I am not making enough money, I am sitting around here playing Angry Birds and I am only making \$20 an hour." Beth stated she would like for the Board to answer, or, if they cannot answer it.....Marge said it doesn't mean that they cannot answer it, it is just.....Beth said irrelevant. Chris said it doesn't mean the Board can't, they can do whatever they want to. Beth asked Chris to let Marge answer. Marge said they can't say anything that was discussed in Executive Session. Beth said this came out before the Executive Session. She has already known about this for a long time and she has held her tongue. Chris said Executive meetings are such bull shit. They are just a good way to start a bunch of rumors and hold everything back from anyone who knows what is really going on. Beth said she knew about a lot of this before she ever mentioned it to Chris. It is not because Nick is her father-in-law, but because he is a man, when she was in dire shits, he did not even know her, but he had faith in her. So, her question is to you as a mother, as a wife, as a person in this society, how does the Board feel that man should be exempt. Marge said they are not saying.....Beth asked how did it come about? Chris said they've already heard it. Marge said she does not feel he should be exempt, the Board is being told who's exempt as per the law. The Board has not even made a decision who's exempt, they have not even gone that far in the discussions, they are just at the beginning. Beth asked how did it get brought up in the first place? Who felt the need to sit and think of it? Don't get her wrong, there were parts of the job that was hard, it was difficult. She got a lot of shit from the guys because she was the only female on the department. She loved it, it kept her on her toes. Who and how did it evolve that it was a big enough of an issue that all of us are sitting here now, today? That back pay was an essential part of this department. Because the Board knows very well if all of this goes south for the Fire District there won't be a department. Who is going to protect the society and this I-70 corridor? Chris added, when it is bankrupt. Beth stated she does not mean to be an asshole, but that is where it is going to go.

Chris said he does not know if the Board knows, the severance money that comes to the District, luckily, in western Colorado is paid 80 or 90% by the oil and gas. So, unless everyone has had their blinders on the oil and gas has shut down in western Colorado. The severance money the Board won't see it until next year because it lags a year. Nick said two years. Chris said that next year, guess what, it is going to get really bad. The Fire District will probably be depleted half of the money at least due to the lack of the severances and the wells that were shut in. This District will not see their money. Nick said the District does not get severance. Chris said he means the tax base. The Board won't see the people here. They won't see the revenue spent. Eastern Colorado divides that money up because they control Colorado and it seems like, in the last couple of years, western Colorado is the last to see any beneficial money from that. They would rather go pave some frontage road out in BFE than send money over here. It is going to be very different next year. Nick said the District gets its money from the sale of gas. Chris said that is not happening. Danny said it is \$4.51 a gallon right now and when the Fire District saw



the big money it was at \$12. It's 1/3 of what it was. Chris said they watch it every day, trust him, it influences them on a daily level. The work that they have, the companies and what they are doing. That is why they opened an office in Casper, Wyoming, that is why they are in Greeley, Colorado, because this over here is dying.

Beth said the last thing she has to say is wherever every single one of the Board is getting their information from on rumor bullshit, make sure it is credible before they open their mouth. Because that man right there will not walk out and be jobless for the rest of his life. That is a bunch of crap. That means that every single person on the Board has no heart. Annette said she is appalled that they are all fired up over rumors. Chris said he has lived in De Beque forever, he is 40 years old this year. They hear the rumors and they see and they feel that sometimes...Beth said the things that they have heard said had to come from right in this general area. Her point was to make sure the information the Board is getting is credible, do some research before they believe shit. She is done.

Chris stated as far as the papers that are in front of the Board, that is from the Labor Board, that is black and white. The Board cannot exempt one person from pay and not the rest of them, it is against the law. Annette said her advice to Chris is to not get so fired up until decisions are actually made and it is not based on rumor. Chris said she is right he tends to jump to conclusions, but it seems like if he is behind the 8 ball things are said, done and are already in order and then he has to go back and try and do it lawfully. He just wants this Board to know that, against his dad's better judgement, he is being represented by Chris's lawyer because of things that he has heard. Whether that is as far as it goes, he just wants to make sure the Board has the proper, right information and it is sent to everyone. Annette said that is what the Board is trying to get, the proper and right information. Chris said the secretarial services that go on in this fire department are sooo skewed. He would have fired somebody so long ago if that would have happened in his office, it would make their head spin. Sometimes the Board, which is right, will get whatever information they want, but get the best bang for the buck if they are paying for it.

Annette said thank you. Chris & Beth said thank you and left.

Karen asked Michael if the Board needed to discuss more of this or let it digest. What do they need to do? Michael said he does not think the Board can go back into Executive Session. At this point he should probably give the Board a lot more information this nights events. Take a look at it, go over the information given in the Executive Session and go from there.

Shanelle asked if she could see the document she was accused of not sending to the Chief. If she was requested by the Board to send them information, she sends it. If it happened that it was not also sent to the Chief it would not be her intent to leave Nick out of anything. Marge told Nick first of all, the Board is not purposely scrutinizing him or excluding him. They are just being guided by the laws. Nick said he knows that, Chris has a mind of his own. Marge said he needs to know that, when they kept saying that the Board was picking on him she wanted to let them know the Board is not, but she is not sure they heard it.

Karen asked Shanelle for a copy of the document Chris brought in as well. Shanelle said this document Chris and Beth brought in was included in the Board packets. Nick gets a complete copy of the Board packets, so he did get this particular document. Michael also asked for a copy. Karen said she will email Michael questions as they come to her. Marge said she would do the same.

Michael said the Board dealt with the situation very well. He said it is nice to have a passionate group of constituents.

Shanelle reminded the Board they voted to give Nick credit on his retirement for the past 30 years of service. The Board has paid in full a 30 year retirement for Nick. They have never tried to screw him out of anything.

Annette asked for adjournment

SECRETARIAL ITEMS: By Shanelle Hansen – None

ADJOURNMENT: Karen motioned to adjourn the meeting. Marge seconded. Karen – Yes, Annette – Yes & Marge – Yes. Motion passed.

Approved by the De Beque Fire Protection  
Board of Directors on April 8 2014 .

Minutes Transcribed & Typed by:

Annette C. Tanner  
Joe Feeley, Chairman / President  
Annette Tanner Treasurer

Shanelle Hansen  
Shanelle Hansen, District Secretary

