

RECORD OF PROCEEDINGS

Regular Meeting

December 30, 2025

Chairman Brown called the regular meeting of the Board of Directors of the Lake City Area Fire Protection District to order at 6:00 p.m. in the fire station. Those Directors present were: Greg Levine (via video conference), Evan Milski, Gene Polenske, and Jim Rowe.

Also present were: Justin Thompson, Fire Chief; R. E. Hall, Chief Engineer/Facilities Manager; and Michelle Pierce, Secretary.

MINUTES OF PREVIOUS MEETING

Director Rowe moved, Director Milski seconded to approve the minutes of the November 25, 2025 regular meeting, December 5, 2025 special meeting, and December 9, 2025 special meeting as circulated. The motion passed with all voting yes in a general vote.

BILLS PAYABLE

Director Rowe moved, Director Polenske seconded to approve payment of the bills as circulated. The motion passed with all voting yes in a general vote.

Secretary Pierce noted that 4th quarter stipend payments will be made early in January so that IRS form 1099 can be sent out prior to the January 31, 2026 deadline. She stated that these payments will be ratified at the January 27, 2026 regular meeting.

TREASURER'S REPORT

Director Milski moved, Director Polenske seconded to approve the Treasurer's Report for the month ending November 30, 2025 as circulated. The motion passed with all voting yes in a general vote.

FIRE CHIEF REPORT

The Directors read the report submitted by Fire Chief Thompson (see file).

CHIEF ENGINEER & FACILITIES MANAGER REPORT

The Directors read the report submitted by Chief Engineer/Facilities Manager Hall (see file).

SECRETARY REPORT

The Directors read the report submitted by Secretary Pierce (see file).

PERSONNEL – Appointment of Fire Chief/Fire Marshal

Director Polenske moved, Director Rowe seconded to appoint Justin Thompson as Fire Chief/Fire Marshal effective January 1, 2026 at an annual salary of \$95,000 and to conduct an initial performance review in July. The motion passed with all voting yes in a general vote.

PERSONNEL - Proposed Pay and Benefits for the Position of Chief Engineer

Chief Engineer/Facilities Manager Hall requested that this discussion be held in open session.

Director Polenske reported that he, Director Milski and Secretary Pierce had met twice with Manager Hall regarding the Board's proposal to restructure his position to transfer some of his responsibilities to the Fire Chief/Fire Marshal position to ensure that the Fire Chief/Fire Marshal position requires a full 40-hour work week. The proposal would convert Manager Hall's pay from an annual salary of \$40,000 per year to an hourly rate of \$50.00 per hour and would take effect on January 1, 2026.

There was much discussion between the Directors and Manager Hall regarding reducing his pay and his unmet expectations that the District would have been running payroll in 2025 and withholding income taxes and making PERA contributions. Manager Hall noted that he understood the obstacles that prevented the District from running payroll in 2025 and that he also understood the need to take a very conservative approach to budgeting for expenses in 2026 in view of the uncertainty of what sales tax revenues would be and to restore the general fund balance.

PERSONNEL - Proposed Pay and Benefits for the Position of Chief Engineer (cont.)

The Directors offered Manager Hall a \$4,000 bonus in 2025 and an hourly pay rate of \$50.00 per hour starting on January 1, 2026. Manager Hall agreed.

Director Milski moved, Director Polenske seconded to pay Manager Hall a 2025 bonus of \$4,000 and to pay him an hourly rate of \$50.00 effective January 1, 2026. Further, to conduct an initial performance review in July. The motion passed with all voting yes in a general vote.

<u>BILLS PAYABLE TO AND FOR:</u>	<u>AMOUNT</u>	<u>FUND</u>
Hinsdale County – Diesel Fuel	\$ 231.64	Gen.
Hinsdale County EMS – Purchase of Communications Equipment	975.00	Gen.
Hinsdale County Clerk & Recorder – Coordinated Election Costs	1,929.32	Gen.
Justin Thompson – Contract Labor, Fire Chief & Insurance Stipend	3,250.00	Gen.
Lake Fork Health Service District – Firefighter Physical, Wuest	255.00	Gen.
Lake Fork Health Service District – Firefighter Physical Labs – Wuest	75.00	Gen.
Mastercard – Code Books, Beanies, Microsoft Subsc., Stickers, Cell Phone, Microphone & Holder, etc.	1,205.58	Gen.
Michelle Pierce – Contract Labor, Secretary	1,200.00	Gen.
Michelle Pierce – Designated Election Official Services	1,500.00	Gen.
Mountain West Insurance & Financial Services – 2026 Ins. Premiums	10,372.25	Gen.
Pinnacol – 2026 Workers Compensation Premium	1,821.00	Gen.
Robert E. Hall, II – Contract Labor, Equipment & Facilities Manager	3,333.34	Gen.
RK Plumbing Solutions – Station Boiler Repair	547.56	Gen.
Sensit Technologies, LLC – Sensit P100 Gas Meter Repair	184.66	Gen.
Silver World Publishing Co. – Budget Notice, Happy Thanksgiving	42.00	Gen.
Streamline – Website Maintenance & Support	100.00	Gen.
Utah’s Inc. – Dumpster Yardage	52.50	Gen.
Visionary Broadband – Broadband Internet	148.01	Gen.
Mastercard (from November) – Training Meals, Tanker Repair, Radio Batteries, Annual Zoom Subscription, Microphones, etc.	3,650.12	Gen.

CITIZENS COMMENTS

There were no citizen comments.

ADJOURNMENT

There being no further business to come before the Board, Director Milski moved, Director Polenske seconded to adjourn the regular meeting at 7:56 p.m., but to meet again at the regular meeting on January 27, 2026. The motion passed with all voting yes in a general vote.

Chairman

ATTEST:

Secretary