



Minute Record – Board of Directors – Clifton Fire Protection District
Special Meeting

December 16, 2023

1. Call to Order, Roll Call, Pledge of Allegiance

The Board of Directors of Clifton Fire Protection District met in a special meeting session on Saturday December 16, 2023, at 3254 F Road, Clifton Colorado. Board President Woods called the meeting to order at 1:06 p.m. and roll call was taken, and a quorum of the Board was present. Director Thomason is not available to attend in person and will not be attending the Fire Chief evaluation portion of the meeting to recuse himself due to his working relationship with candidate Brian Cherveney. Robert has requested to attend by phone after the Fire Chief evaluation has been completed. Attendees recited the Pledge of Allegiance.

Roll Call:

Kent Brumback – Vice President	- Present
Shannon Perez – Secretary/Treasurer	- Present
Robert Thomason	- Present after 2:15 p.m.
Brian Woods – President	- Present

Others present: Jennifer Woods, Administrative Assistance, Chris Angermuller present by phone, Interim Fire Chief. A list of attendees shall be included as part of the meeting minutes.

2. Guests and Public Comment

- Guests
No quests scheduled.
- Public comments received.
Public comments received from the Public Meet and Greet held on Wednesday December 13th were provided for Board consideration. One member of the public, Mr. David Combs, was requested to provide his evaluation of the three candidates.

3. Approve Agenda

There were no alterations or corrections to the agenda.

4. New Business

- Review and assess the Fire Chief finalists.

- The following persons have been identified as finalists for the Fire Chief position:
 - Brady Austin – candidate
 - Brian Cherveney - candidate
 - Greg Lindsay - candidate

Each Board member reviewed and provided their perspectives of the strengths and weaknesses of each candidate. All three Board members agree that the three finalists are highly qualified and exceptional candidates. All three Board members consider Brian Cherveney as the leading candidate with Brady Austin a close second. The Fire Chief Angermuller, (Assigned Hiring Manager) stated the Leadership and Employee panel recommended Brian Cherveney as their leading candidate and Brady Austin as a close second recommendation. Interim Fire Chief Angermuller reported the Local Union has informed him that the local candidate Brian Cherveney is their recommended candidate.

5. Executive Session - Pursuant to section 24-6-402(4)(e), C.R.S., to determine positions relative to matters that may be subject to negotiations, to develop strategy for negotiations, and to instruct negotiators, all with respect to the terms of employment to be offered to a successful candidate for the Fire Chief position.

At the conclusion of the question and answer session Director Perez moved to enter an executive session at 1:39 p.m. pursuant to section 24-6-402(4)(e), C.R.S., to determine positions relative to matters that may be subject to negotiations, to develop strategy for negotiations, and to instruct negotiators, all with respect to the terms of employment to be offered to a successful candidate for the Fire Chief position, seconded by Brumback and carried unanimously.

Director Brumback moved to exit the executive session at 2:10 p.m., seconded by Perez and carried unanimously.

Reentered normal session at 2:10 p.m.

Brumback moved to amend the Fire Chief Employment Agreement to include a starting date of January 1, 2024, education requirements, initial base salary, and vacation accrual rates as discussed in the executive session, seconded by Perez, and carried unanimously.

Brumback moved to extend the offer of employment for candidate “A,” seconded by Perez and carried unanimously.

Director Thomason was called and entered the meeting at 2:15 p.m.

Brumback moved to authorize a 2023 Employee Holiday recognition in the following amounts: \$2,000 for the Interim Fire Chief, \$1,500 each for the three Captains, \$1,500 for the Administrative Assistant, \$1,000 for each of the full-time firefighters, seconded by Thomason and carried unanimously. For clarification, each employee will receive the amounts listed after any applicable deductions.

Brumback moved to adjourn the meeting at 2:18 p.m., seconded by Perez and carried unanimously.