

Southern Park County
Fire Protection District
SPCFPD Board of Directors
P.O. Box 11
Guffey, CO 80820-0011
(719) 689-9479
www.guffeyfire.net

Mike Smith, Board Chair
Mike Brandt,
Secretary/Treasurer
Elaine Campbell, Director
Louis Fesmire III, Director
Mike Parrish, Director

SOUTHERN PARK COUNTY FIRE PROTECTION DISTRICT
Regular Board of Directors Meeting 2026 January 8

1) Introduction of Visitors

See [attachment 1](#) list

Thanks to all who came – we encourage you to visit the Department and Board of Director’s meetings.

2) Attendees:

Board members present:

Mike Smith - Chair
Mike Brandt – Secretary & Treasurer
Elaine Campbell
Louis Fesmire III
Mike Parrish

Excused Board Member:

Department members present

Chief Aric Stahly
Captain Aaron Mandel

3) Call to Order:

Meeting called to order at 15:02 by Board Chair Mike Smith.

4) Approval of Agenda:

Mr. Brandt moved to approve the agenda without the executive session and move the chief contract discussion to item 6, second by Mr. Parrish; motion carried.

5) Director’s Chief’s and Committee Reports

- a. Auxiliary Report: Nothing to report
- b. Regulatory Matters

By January 1st update map.

By January 15th notice to electors

By January 30th budget is filed - accomplished.

S.P.C.F.P.D. Mission Statement:

The Mission of the Southern Park County Fire Protection District is to provide fire protection and emergency rescue operations within its 240 square mile district boundaries; encourage fire and human caused disaster prevention through community education; ensure the existence of a properly trained team of primarily volunteer firefighters who are able to, and motivated to, respond professionally and work safely; acquire and maintain the necessary equipment; and provide mutual aid to neighboring fire and emergency services departments, as requested.

c. Chief’s Report

Incident Responses:	Nov 2025	Dec 2025	2024 YTD	2025 YTD
Traffic Accidents (w/Med)	0	2	3	6
Traffic Accidents (no Med)	0	1	13	3
Medical	3	1	78	93
Wildland Fire	1	0	2	1
Smoke Reports	1	0	5	5
Structure Fire	1	0	2	1
Mutual Aid	2	6	1	33
Service Calls	4	3	37	47
Total Calls	16	16	150	189

Water usage: kitchen: 624 gal.; maint. & training 547 gal.; fire suppression 0 gal.; R&B 210; CC: 155
 Summary:

1. Equipment status

1. Rescue 9-1 is being repaired at Fire Truck Solutions in Denver
2. Engine 9-3 will work if needed; it’s at Station 2.
3. Engine 9-1 is ready for initial attack on any fire.
4. Squad 9-2 needs injector / glow plug repair, but is still running and in service. Replacement build begins in 2026. We have ordered the chassis, tank, and pump.
5. We have an offer for decommissioned Squad 9-2 and Squad 9-3: \$3500.

2. CIP Projects

No progress to report since last meeting. Purge of extra and old equipment (clutter in the bay) will continue until the clutter is gone.

3. Personnel Status

- a. 14 Active members
- b. 7 Reserve members
- c. 6 Probationary Members
- d. 4 Medical Drivers have been recruited- training still required for 3.
- e. We have 2 newly certified EMTs- Kurt Nevergold and Nina Allmond.
- f. See attachment for response totals for the year by volunteer. Roster will be purged on non-responsive personnel by Feb 1.

4. Events

- a. Appreciation dinner planning underway. Might be moved to first week of February.
- b. January is full of meetings- chief will attend via Zoom wherever it’s an option.

5. 5-Year Plan / Strategic Master Plan

- a. Has been submitted to board electronically for review and revision. No response to date.

d. Treasurer’s Report:

Treasurer’s report will be available at www.guffeyfire.net after January 13 – awaiting Park County treasurer report.

In December we put new tires on 2 vehicles and the total expenditure was \$3,631.32. This exceeds the \$2,000 individual limit but was needed to keep vehicles roadworthy. This was discussed and approved at the Dec 10, 2025 meeting.

No extraordinary items to report this month.

6) Old Business

Car cover for the chief's truck at his residence is on order. Move to fund this project NTE \$4,000 by Mr. Fesmire, second by Mr. Parrish, motion carried.

Completion of chief's review and 2026 contract:

Performance review was completed and an executive summary read into the record ([attachment 3](#)). Chief Stahly consistently shows strength in responding to fire and EMS incidents but can improve in routine administrative duties.

Move to amend employment agreement to add a 10% COLA adjustment for 2026 by Mr. Smith, second by Mr. Parrish, motion carried. This will be retroactive to January 1, 2026 as agreed in December 2025.

Medical office plan and TABOR requirements prior to incurring dept

TABOR prohibits incurring multiple fiscal year financial obligations without voter approval, which greatly impacts the existing and future contractual relationships of the district. Interpreted conservatively, all multi-year contracts (including employment contracts) requiring the expenditure of district funds would require voter approval unless adequate cash reserves have been pledged and held to pay the obligation.¹

Should this proceed it will be a community driven discussion and would require a ballot to fund if the department is involved.

Station improvements with options to house firefighters. Board has looked into the needs for the future with aging population in the District and lack of newer volunteers. Ideas considered include more paid firefighters/EMTs and living space for them. In addition, in the event of injury the department is lacking in backup resources.

Radio upgrade plan review – plan has been submitted to the board and no response has been received. Two Dual band 800 MHz / VHS radios have been received and are working very well – they were tested at the recent wildfire and improved communication. Upgrades have been forecast over the next 2 years.

New squad build – chassis, water tank and pump (long lead items) have been sourced and ordered. No invoices received to date for deposits.

Medical officer planning – job description is written and will be sent to the Board by next week.

7) New Business

Personnel improvement plan – add to contract after discussion.

Proposed letter to Park County Development Services was in response to a citizen complaint. This is seen by Ms. Sloan-Zeman as being instigated by animus from Mr. Smith. Chief Stahly responded with a statement that this is outside the scope of the fire board and is a gross misuse of his authority. In addition he expressed concern about communication problems with the current board chair. See attachment 2. The communication issue will be discussed at the next meeting.

Review of current county road conditions and impacts on the SPCFPD – as County representatives were at the meeting, the concern was reviewed and it is in the County's hands now. No further action required.

8) Public Input

9) **Adjourn meeting:** Meeting adjourned at 18:03 by Chairman Smith.

¹ SDA Board Member Manual, chapter IX .para D

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S.P.C.F.P.D. Mission Statement:

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Unconfirmed Minutes

Unconfirmed Minutes

Attachment 1: Visitors

Amy Mason
Maria Mandel
Jennifer Taylor
Rich Taylor
Nina Almon
Kurt Nevergold
Juliana Stou
Robert Henderson
Sean English
Pam English
Ginger Cantrell
Laurie Fesmire
Linda Parrish
Ernie Cox
Devid Letendre
Jean Anderson
Rebecca Killam
Steven Rissio
Dave Bushnell
Andy Grand
Lawrence Epps
Sarah Larimore
Deborah Grand
Georganna Carlisle
Donna Stevens
Laurie Sloan-Zeman
Karen Johnston
Vince Johnston
Pam Moore
Flip Boettcher
Don Bishop
Jake VanEgmond

Jacob Yackanicz
Bryan Sandford
Anthony Meng
Kim Philia
Malcom Menlezun
Johanna Sigman
Damian Sigman
Narelle A. Sheehan
Linda Chandler
Brad Chandler
Chris Peterson
Steve Krey
Denise Krey
Larry Turley
Dan Sullivan
Sonia Sullivan
Matt Lang
Casey Carpenter
Shane Carpenter
Ross Eaton
Joseph Moehle
Jaclyn Belangeri
Laura Greene
Louise Peterson
Marion Carver
Rita Mick
Jesse Stevens
Candice Stevens
Sherii Mele
Carla Dabney
Dana Peters
Kristen Elfers
Gary Kaszyynski

Attachment 2: Letter to Board from Aric Stahly

Mr. Smith and Board Members;

Please refer to the mission statement of the District:

‘The mission of the Southern Park County Fire Protection District is to provide fire protection and emergency rescue operations within its 242-square-mile district boundaries; encourage fire and human-caused disaster prevention through community education; ensure the existence of a properly trained team of primarily volunteer firefighters who are able to and motivated to respond professionally and work safely; acquire and maintain the necessary equipment; and provide mutual aid to neighboring fire and emergency services as requested.’

‘The mission of the SPCFPD must be attained by:

Providing service to the community with qualified personnel, apparatus, and related equipment capable of responding to emergency calls;

Maintaining a professional attitude of behavior, confidence, and competence to ensure fire/rescue is effective and to gain public confidence;’

Nowhere in our mission statement is the inclusion of inspection or regulation. If the board wishes to re-write the mission statement, I could, in good conscience, support this effort. There are areas with far worse access than the road that connects the front of the Lorrayne Ranch with the back. This appears to be a thinly veiled retaliation against Mr. Smith’s former business partners, in my opinion. This is a misappropriation of his authority and scope, in my opinion.

It is my belief and opinion that the board should focus on the actual mission as written, specifically: ‘ensure the existence of a properly trained team of primarily volunteer firefighters who are able to, and motivated to respond professionally and work safely; acquire and maintain the necessary equipment.’

Once the fire board and Chief have the mission statement fulfilled, then it might be appropriate to look into inspection, regulation, and enforcement. Until that time, all efforts outside the mission statement are inappropriate, and a misappropriation of time, effort, and resources.

I believe this is underhanded behavior. I believe this is an extension of a vendetta Mr. Smith has against his former business partners. I believe this is a gross mis-use of authority. I believe this is where tyranny starts in a community; this is the reason for my resolve. I no longer have trust in Mr. Smith’s word, nor the expectation that he is the appropriate choice to give the community confidence. The District’s ability to respond to people when they are in dire emergency is the sole mission for which we appropriate their tax dollars. The volunteer crew’s team has been nearly impeccable during my tenure as chief. If the board chooses to continue with Mr. Smith at the helm, I will sign this contract as written except for the date of termination, which will be 8 April 2026. Any terms adverse to this condition will render us at impasse concerning the terms of my contract- which explicitly states that this negotiation should have been conducted in October. Mr. Smith’s failure to act has led to my perception that I was not going to be extended a contract. This has created additional stress and added complexity to a position that by nature carries a significant amount of these issues already.

I understand that the Board may choose to terminate my employment at any time and am willing to accept their opinion as a reflection of the community overall.

This is not a popularity contest. This is not a renegade employee acting out of poor attitude, resentment, or wishing to cause the community undue stress. The importance of this issue is the reason why I have chosen to risk my very career in the fire service to stand against what I believe to be unethical behavior.

Thank you for your time and consideration of these thoughts.

Attachment 3: Review summary

Executive Summary — 2025 Fire Chief Performance Review

January 8, 2025

The 2025 performance evaluations of the Fire Chief for the Southern Park County Fire Protection District reflect a consistently strong operational leader who meets or exceeds expectations in the majority of core responsibilities of the position. Across multiple independent evaluations, the Chief was rated primarily at the **“Standard” or “Above Standard”** levels in critical functions including regulatory compliance, public and community relations, stewardship of district property, recruitment and training of firefighters and medical personnel, departmental training oversight, command leadership, enforcement of policies and standard operating procedures, incident documentation, fleet and facility maintenance, fire code compliance, emergency preparedness programming, water supply development, ISO improvement efforts, wildland mitigation activities, Board participation, budget preparation support, and public education initiatives. This broad pattern of ratings demonstrates reliable operational management and consistent fulfillment of the essential functions of the Fire Chief role.

The evaluation record also identifies material areas requiring improvement. One 2025 evaluator rated the Chief **“Below Standard”** in two important administrative categories: **(1) supervision of the preparation of grants and submission to proper agencies, and (2) preparation and delivery of reports to the Board of Directors regarding incidents, purchases, repairs, personnel, and other matters affecting the District.** These findings highlight gaps in administrative oversight and Board-facing communication functions that are essential to effective governance and strategic management of the District.

In addition, multiple evaluators provided written comments emphasizing the need for the Chief to devote increased attention to **contingency planning**, the development of **clear and complete documentation**, and improvement of **administrative efficiency and time management**. The evaluators further noted that while the Chief’s approachable demeanor and strong community presence are positive assets, greater delegation of routine in station and visitor interactions is necessary so that planning, documentation, and leadership responsibilities receive appropriate focus.

The full evaluation record, including prior-year documentation, reinforces this overall profile of strong operational leadership coupled with the need for continued development in administrative systems, reporting practices, and strategic planning. Collectively, the evaluations support the conclusion that the Chief performs effectively in emergency services leadership and community engagement, while benefiting from targeted improvement in **grant management, Board reporting, contingency planning, documentation quality, time management, and delegation**

In summary, the 2025 review process presents a Fire Chief who is operationally competent, respected within the community, and effective in emergency response leadership, while also identifying concrete opportunities to strengthen the administrative foundation of the organization. These findings support continuation of employment under the 2026 contract structure with the incorporation of specific performance objectives and accountability mechanisms designed to enhance organizational effectiveness, governance support, and the long-term resilience of the District.