

RESOLUTION

No. 2026-04-03

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SOUTHERN PARK COUNTY FIRE PROTECTION DISTRICT APPROVING THE EMPLOYMENT AGREEMENT WITH AARON MANDEL AS DEPUTY CHIEF

Resolution No.: 2026-04-03

Adopted: April 8, 2026

Effective: April 8, 2026

Document: 20260408_PERS_DCContract_Mandel_v1.3_SIGNED

RECITALS

WHEREAS, the Southern Park County Fire Protection District (the "District") is a Colorado special district duly organized and existing under the laws of the State of Colorado, C.R.S. Title 32, Article 1, with authority to provide fire protection and emergency medical services within its jurisdictional boundaries in southern Park County, Colorado;

WHEREAS, the District's Board of Directors (the "Board") is the governing body of the District and is authorized under C.R.S. § 32-1-1001 and the District's Bylaws to employ personnel and to enter into employment agreements on behalf of the District;

WHEREAS, by Resolution No. 2026-03-02, adopted March 13, 2026, the Board created the full-time position of Deputy Chief, approved the Deputy Chief Job Description (Document No. 20260228_PERS_DCJD_v0.4), and authorized the Board Chair to execute an employment agreement with the qualified individual appointed to the position by the District Chief, subject to Board review and approval of the specific agreement prior to execution;

WHEREAS, the District Chief selected Aaron Mandel for the Deputy Chief position based on his qualifications, prior volunteer service with the District, and service as a Captain; at the March 13, 2026 regular Board meeting, the Board presented Mr. Mandel with a conditional offer of employment (Document No. 20260313_PERS_ConditionalOffer_Mandel_v1.1) at a salary of \$55,002 per year, which Mr. Mandel accepted and signed;

WHEREAS, Mr. Mandel has been performing services as Deputy Chief since January 1, 2026 under the terms and compensation of the conditional offer, and the District has been paying him at the annualized rate of \$55,002 per year (\$4,583.50 per month) since that date;

WHEREAS, Mr. Mandel reviewed the employment agreement and proposed certain modifications; those modifications were reviewed by the District Chief and Board and integrated into version 1.2 of the agreement (Document No. 20260313_PERS_DCContract_v1.2), dated April 2, 2026, which strengthened Board governance protections relating to arbitration decisions and indemnity matters;

WHEREAS, in connection with the Board's pre-execution review of version 1.2, the Board identified three administrative corrections required before execution: (1) the cover page Version field incorrectly stated "v1.1 (issued from DRAFT v1.0)" rather than "v1.2"; (2) a duplicate Section 18 existed due to an incomplete renumbering when the Drug and Alcohol Testing section was added in version 1.1 — the section titled "Conflicting

Provisions" was incorrectly numbered as a second Section 18, when it should have been Section 19, requiring Sections 19 through 24 to be renumbered as Sections 20 through 25; and (3) the reference to a "Retroactive Compensation Acknowledgment" in Section 2 cited a document that did not exist in the agreement — this reference has been replaced with concrete language stating the retroactive amount and payment method;

WHEREAS, these three corrections have been incorporated into version 1.3 of the employment agreement (Document No. 20260408_PERS_DCCContract_Mandel_v1.3), which is the version presented to the Board for approval and execution at this meeting;

WHEREAS, the Board has reviewed the employment terms in version 1.3, including the annual salary of \$57,900 (\$4,825.00 per month), and notes that this rate clears the Colorado COMPS Order #40 minimum salary threshold for exempt status (\$57,783.96 annualized for 2026); the District has determined that no retroactive overtime liability arises from the January 1, 2026 through the day before the Execution Date period;

WHEREAS, the Board has confirmed with the District Chief that the pre-employment requirements set forth in the Onboarding Procedure and all accompanying forms (Pre-Employment Checklist) have been satisfied, including background investigation, pre-employment drug screen, credential verifications, and medical fitness-for-duty determination;

WHEREAS, the Deputy Chief Job Description (Exhibit A to the Agreement, Document No. 20260228_PERS_DCJD_v0.4) has been reviewed by the Board and is presented for formal Board approval at this meeting; the Agreement contains an Exhibit A effective date clause providing that the Job Description becomes binding upon Board approval and that Employee's duties prior to that date are governed by Section 1 of the Agreement;

WHEREAS, the Board has determined that approval of this employment agreement is in the best interests of the District and the public it serves;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Southern Park County Fire Protection District, Park County, Colorado, as follows:

1. Approval of Employment Agreement. The Board hereby approves the Employment Agreement between the Southern Park County Fire Protection District and Aaron Mandel, Document No. 20260408_PERS_DCCContract_Mandel_v1.3, attached hereto as Exhibit 1 and incorporated herein by reference. The Board Chair is hereby authorized and directed to execute the Agreement on behalf of the Board on the date of this Resolution.

2. District Chief Execution. The District Chief is hereby authorized and directed to execute the Agreement as co-signatory on behalf of District operations on the date of this Resolution.

3. Approval of Deputy Chief Job Description (Exhibit A). The Board hereby formally approves the Deputy Chief Job Description, Document No. 20260228_PERS_DCJD_v0.4 (revised February 28, 2026), attached to the Agreement as Exhibit A. The Job Description is effective April 8, 2026, which shall serve as the "date of Board approval" for purposes of the Exhibit A effective date clause in the Agreement. The Board Chair and District Chief are directed to sign the Exhibit A approval block with this date.

4. Compensation and Retroactive Adjustment. The Board confirms that the Employee's annual salary under the Agreement is \$57,900.00 (\$4,825.00 per month), effective January 1, 2026. The Employee has been receiving \$4,583.50 per month since January 1, 2026. A retroactive payroll adjustment of \$724.50, representing three months of the difference between the old and new monthly rates ($\$4,825.00 - \$4,583.50 = \$241.50 \times 3$ months), shall be included in the payroll cycle immediately following the Execution Date. The salary differential for the period April 1, 2026 through the day before the Execution Date shall be integrated into the Employee's April

2026 paycheck. The Secretary/Treasurer is directed to document the retroactive adjustment in the payroll records referencing this Resolution.

5. Pre-Employment Requirements. The Board confirms that the District Chief has represented that all pre-employment requirements set forth have been satisfied. The District Chief is directed to ensure that all forms from the Pre-Employment Checklist are fully completed, signed by the District Chief, and acknowledged by the Board Chair on or before the Execution Date, and that all supporting documentation is filed in the Employee's personnel file.

6. Probationary Period. The Employee's six-month Probationary Period commences on the Execution Date (April 8, 2026) and expires six months thereafter (October 8, 2026), as provided in Section 2 of the Agreement. The District Chief is directed to conduct evaluations in accordance with the Agreement and to provide written notification of the end-of-probation outcome to the Board within 14 days of the six-month evaluation.

7. Renewal Negotiations. In accordance with Section 3 of the Agreement, the parties are to begin good-faith negotiations for continuation of the Agreement for calendar year 2027 on or around September 25, 2026. The Board Chair and District Chief are directed to calendar this date. The Board notes that the approved salary of \$57,900 clears the 2026 Colorado COMPS Order #40 minimum threshold by \$116.04 per year, and directs that any renewal negotiation confirm the then-current COMPS threshold before setting the 2027 rate.

8. Records and Confidentiality. The executed Agreement and all pre-employment documentation shall be maintained by the Secretary/Treasurer as a confidential personnel record of the District, separate from Board meeting minutes, and retained in accordance with applicable Colorado records retention requirements for special districts. The Agreement shall be filed under Document No. 20260408_PERS_DCContract_Mandel_v1.3_SIGNED.pdf consistent with Policy 100-1.05 (Electronic Document and File Naming Convention).

9. Severability. If any provision of this Resolution is held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions shall continue in full force and effect.

10. Effective Date. This Resolution shall take effect immediately upon adoption by the Board of Directors at the regular meeting of the Board held on April 8, 2026.

PASSAGE AND ADOPTION

PASSED, APPROVED, AND ADOPTED by the Board of Directors of the Southern Park County Fire Protection District at a duly noticed regular meeting of the Board held on **April 8, 2026**, by the following vote:

Director	AYE	NAY	ABSTAIN
Sean English (Board Chair)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Brandt (Secretary/Treasurer)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Parrish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Smith	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Taylor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ORIGINALS WITH SIGNATURES AVAILABLE AT STATION 1

ATTESTATION

IN WITNESS WHEREOF, the undersigned, being the duly authorized officers of the Board of Directors of the Southern Park County Fire Protection District, hereby attest to the adoption of this Resolution.

Sean English, Board Chair

Board Chair — Board of Directors, SPCFPD
Southern Park County Fire Protection District
Date: _____

Mike Brandt, Secretary/Treasurer

Secretary/Treasurer — Board of Directors, SPCFPD
Southern Park County Fire Protection District
Date: _____

CERTIFICATION

I, Mike Brandt, Secretary/Treasurer of the Board of Directors of the Southern Park County Fire Protection District, Park County, Colorado, hereby certify that the foregoing is a true and correct copy of Resolution No. 2026-04-03 duly adopted by the Board of Directors at a regular meeting held on April 8, 2026, at which a quorum was present and acting throughout.

Mike Brandt, Secretary/Treasurer

Secretary/Treasurer — Southern Park County Fire Protection District
Southern Park County Fire Protection District
Date: _____

Document No. 20260408_GOV_RES_2026-04-03 • Exhibit 1: Employment Agreement, Aaron Mandel — Deputy Chief (20260408_PERS_DCContract_Mandel_v1.3)