



# WINDSOR SEVERANCE FIRE RESCUE

100 N. 7<sup>th</sup> Street • Windsor • Colorado • 80550  
970-686-2626

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## REGULAR BOARD MEETING

100 N 7<sup>th</sup> St

Wednesday, October 8, 2025 / 6:00pm

### MEETING MINUTES

#### I. CALL TO ORDER

- a. Pledge of Allegiance

#### II. ROLL CALL

- a. Board Directors Rosen, Medhurst, Lutz, Hansen, and Rea. Chief Angermuller, Deputy Chief of Administration Dykstra, JVG Financial Director Gabe Buldra, Chief Friedrichsen, HR Manager Emily Pearson, Logistics Manager Travis Chapman, Cierra Will, and members of the public were present at the meeting.

#### III. APPROVAL OF AGENDA

- a. Director Rosen submits a motion to approve the agenda as presented, Director Medhurst seconds, all "Aye". Approved.

#### IV. REGULAR BOARD MEETING

- a. Public Forum:

- i. Public Comments

*This portion of the meeting is provided to allow the public to present comments or concerns not listed/related on the agenda. The public may speak on any agenda item during the meeting at the onset of the agenda item. The public comment period will be limited to three (3) minutes. Respectful communication is welcomed; outbursts, interruptions, and personal attacks will not be tolerated. Interaction with the Board of Directors is inappropriate. If further discussion is needed, the topic or concern may be placed on a future agenda.*

1. No Public Comment

- b. Consent Agenda – Discussion/Possible Actions:

*The Consent Agenda is intended to allow the Board to spend its time and energy on the important items on a lengthy agenda. Administration recommends approval of the Consent Agenda. Anyone may request an item on this agenda to be "pulled" off the Consent Agenda and considered separately. Agenda items pulled from the Consent Agenda will be considered separately under Pulled Consent Items. Items remaining on the Consent Agenda will be*



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*approved by the Board with one vote. The Consent Agenda consists of items of no perceived controversy and routine administrative actions.*

- i. September 10, 2025, Regular Meeting Minutes

Director Lutz submits a motion to approve the Consent Agenda, Director Rosen seconds, all "Aye". Approved.

### c. Financial Report and Updates

- i. Discussion/Possible Action: Approval of September 2025 Monthly Financial Report/Bill Ratification

JVG Financial Director Gabe Buldra recapped key points for September 2025: Total Revenue for September was \$258,654 which is \$68,599 over budget; Tax Levy Revenue for September was \$209,904, which is \$95,057 over budget driven by over collection of taxes for the period; Non-Tax Levy Revenue for September is \$48,750, which is \$26,459 under budget; Total Expenses for September were \$1,081,136, which is \$71,778 under budget; Personnel Costs under budget by \$67,456, driven by overtime and related benefits costs; Travel & Training Expenses under budget by \$18,899, driven by less than anticipated employee training expenses; Total Revenue Year-to-Date is \$15,803,216, which is under budget by \$169,726; Total Expenses Year-to-Date is \$10,156,723, which is \$554,704 under budget; Total Cash is \$30,498,298, which is \$1,931,353 more than this time last year. Expenses: Personnel was at 84%, Operational at 10%, and Managerial at 6%; currently at 68% of budget through September with 32% remaining.

Director Rosen thanked Gabe and JVG for all of the financial information they provide each month.

Director Lutz submits a motion to approve the September 2025 Monthly Financial Report/Bill Ratification, Director Hansen seconds, all "Aye". Approved.

- i. Information Only: 2026 Budget Presentation

Gabe presented the status of the 2026 Draft Budget and the budget schedule. He discussed the impacts of HB24B-1001 on revenue. The goal is to reserve some room for growth within the limits set by the new legislation. He presented the financial



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perspective on the district, including historical trends and their revenue impacts. Another budget meeting will be held at the next regular board meeting on November 12, and the public hearing and final adoption is scheduled for December 10.

HR Manager Emily Pearson presented the 2026 Total Compensation Analysis as per the memo included in the board packet. She presented the peer group that WSFR compares to. WSFR Operations jobs are currently in the 11<sup>th</sup> percentile compared to external peers if no changes are made. WSFR Administrative jobs are in the 30<sup>th</sup> percentile on average compared to the external market if no changes are made. She noted the risks of making no changes and lagging behind the market, including increased turnover. WSFR remains market competitive across all benefit categories. If the current medical insurance plans are renewed, the increased cost to the district would be 17%. Emily recommended that the board consider replacing one of the insurance plans with a more affordable option to minimize the increased cost to both the district and members. The recommended changes would limit the cost increase to around 9%.

The board discussed the limitations of revenue and its potential impact on compensation increases. They talked about the consequences of staying at the 60<sup>th</sup> percentile. The budget percentage of personnel cost to stay at the 60<sup>th</sup> percentile would stay at 79.7% in 2026. The board looked at the 55<sup>th</sup> and 50<sup>th</sup> percentiles. They discussed creating a balance between the limited revenues and pay increases in order to create a healthy and balanced budget. There was some consideration for putting a sales tax or mill levy increase out to the voters if there is not enough funding to support services.

The board asked for JVG to prepare an A/B/C budget with projections based on the 60, 55, and 50<sup>th</sup> percentiles for personnel cost to be presented at the November regular board meeting.

The board directed staff to make the proposed changes to the offered health insurance plans for the 2026 budget to reduce increased costs to both the district and members.



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### ii. Discussion/Possible Action: Confirm Date for Budget Hearing

Director Lutz makes a motion to set the budget hearing date for December 10, 2025, at 6:00pm, Director Hansen seconds, all "Aye". Approved.

### d. District Update

Chief Angermuller presented staff kudos regarding Lt. Schmitz and Community Risk Reduction Manager Carson. They received a thank you letter from Good Samaritan regarding a class they taught. Their work in the community is appreciated.

Community Risk Reduction: The 2024 IFC Code and Amendments have been approved for the whole district. WSFR is partnering with Weld and Larimer County to work on the Hazardous Mitigation plan. The CRR department is busy with Fire Prevention Month. The fire department visits many schools in the districts to teach kids about fire safety.

Admin & HR: Busy with budget preparations and compensation analysis!

### e. Old Business

### f. New Business

#### i. Discussion/Possible Action: Approve Resolution 2025-3 Granting Consent to Provision of Services by an Overlapping Title 32 Special District

Chief Friedrichsen presented the resolution to the board and recommended approval.

Director Lutz submits a motion to approve Resolution 2025-03 Granting Consent to Provision of Services by an Overlapping Title 32 Special District, Director Rosen seconds. Roll Call, all "Aye". Approved.

#### ii. Discussion/Possible Action: Approve Updated Impact Fee Report

Chief Friedrichsen presented the Impact Fee study to the board. The new study has increased everything from the 2021 study, but decreased 3 of the 4 items from the 2024 study. The board discussed the data provided in the study with staff.



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- iii. Discussion/Possible Action: Approve Purchase Sale Agreement of Training Center Property

The PSA is not ready to be presented to the board. WSFR and Broe's attorneys are still negotiating the terms of the PSA. In the meantime, due diligence is still occurring. A special board meeting was requested by staff to discuss the PSA and next steps. A tentative meeting was scheduled for October 27.

- g. Board of Directors Items
  - i. Discussion/Possible Action: ILG Evaluation Results

### V. EXECUTIVE SESSION

- a. Possible Vote to go into Executive Session pursuant to C.R.S. §24-6-402(4)(f), for the discussion of personnel matters of Fire Chief Chris Angermuller – Annual Evaluation.

Director Lutz makes a motion to go into Executive Session pursuant to C.R.S. §24-6-402(4)(f), for the discussion of personnel matters of Fire Chief Chris Angermuller's Annual Evaluation. Director Hansen seconds all "Aye". Approved.

Board adjourned at 8:23PM to go into Executive Session.

### VI. RECONVENE INTO PUBLIC SESSION

- i. Discussion/Possible Action relating to the personnel matters of Fire Chief Chris Angermuller – Annual Evaluation.

Director Rosen reconvened the open session at 8:51PM.

Director Lutz submits a motion to update the WSFR 2026 Budget to include a 5% salary increase for Fire Chief Chris Angermuller, Director Hansen seconds. All "aye". Approved.

### VII. ADJOURNMENT

- a. Director Lutz submits a motion to adjourn the October 2025 Regular Board Meeting. Director Medhurst seconds. All "aye". Approved.