

LA VETA FIRE PROTECTION DISTRICT

La Veta Fire Station 100 Birch St La Veta, Colorado MINUTES

January 8, 2026 @ 6:00pm

Present: Directors Schmidt, Shrout, and Gripka were in attendance. Director Lard joined via zoom. Director Valdez was absent.

Staff: Fire Chief Ron Jameson and Administrative Assistant Tressan Passarelli were in attendance. EMS Director Dave Mower and EMS Assistant Director Norma Mower attended via zoom.

Guests: Members from Hole in the Wall Ranch

Call to Order – Pledge - Roll Call

Minutes

- Minutes from December 11, 2025: Motion to approve the minutes made by Shrout. Seconded by Gripka. Motion Carried.
- Summary from December 15, 2025 Workshop: Motion to approve the summary made by Shrout. Seconded by Schmidt. Motion carried.

Public Forum

- Members from The Hole in the Wall Ranch presented a donation of \$1,000.00 to the district. Chief Jameson also thanked Dave Steffan for doing a presentation on wildfires for the ranch.

Guests, Correspondence, and Presenters

- The board received a thank you card from the auxiliary ladies for their Christmas gifts. We also received a donation of \$500 from Tri State.

Treasurer's Report (attached to these minutes)

- Motion to accept Treasurer's Report as read made by Gripka. Seconded by Shrout. Motion carried. Shrout: Since we raised the question on wages of the Chief, EMS Director and Administrative Assistant that were put into the 2026 Budget, do we need a motion to make this official with a resolution? Schmidt: We can, we just need a motion. Motion to raise the Chief and EMS Director to \$1200.00 per month and Administrative Assistant to \$22 per hour, effective January 1, 2026, with a resolution to be presented and signed by the board at the February meeting made by Shrout. Seconded by Gripka. Roll call vote. Schmidt, yes. Shrout, yes. Gripka, yes. Lard, yes. Valdez, absent. Motion carried.

Fire Chief's Report (attached to these minutes)

- No questions

*MSA = Moved, Seconded and Approved (unanimously unless otherwise indicated)

EMS Director's Report (attached to these minutes)

- No Questions

Administrator's Report (no report)

- We are all set on NERIS and NFIRS is almost done for 2025. The copy machine is having issues. Gobin's will be down next week to look at it.

Old Business

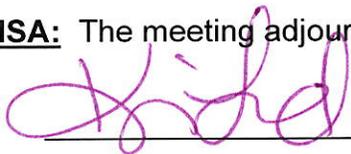
- New department Job Descriptions: There will be a workshop on Monday January 12, 2026 at 6:00 pm. Add this back to the agenda for February.

New Business

- DFPC Grant: We are currently waiting for the pricing to come out on the items we are looking into. It is 100%. No cost to the district.
- Ground Ambulance Policy: 2 policies were presented to the board. The workshop held on December 15th, 2025 explained the policies that are required by the state. Fatigue Management Policy and Minimum Equipment Requirements Policy.
 - Motion to accept Fatigue Management Policy made by Shrout. Seconded by Gripka. Motion carried.
 - Motion to accept the Minimum Equipment Requirements Policy made by Shrout. Seconded by Gripka. Motion carried.
- Ron Nelson, Hole in the Wall Ranch: Presented a donation to district at the beginning of the meeting.

Executive Session – not needed.

* **MSA:** The meeting adjourned at 7:10pm



Keri Lard, Secretary

2025 Actuals vs. Budget

DECEMBER				JAN-DEC				TOTAL 2025		
Actuals	Budget	Variance		Actuals	Budget	Variance	Budget	% of Budget	Remaining	
			Revenue							
			311 · Current Property Tax	179,471	75,113	104,358	192,161	93.4%	12,690	
339	18,741	-18,402	312.1 · Current Tax Interest	551			700	78.7%	149	
24			312.2 · Back Taxes	2,644			200			
0			312.3 · Back Tax Interest	321			32			
0			312.4 · Miscellaneous Taxes	1			3,000	0.0%	2,999	
			312 · Other Taxes - Prop tax backfill etc	552			0			
			Total 312 · Other Taxes	4,069	1,430	2,639	3,932	103.5%	-137	
			313 · Specific Ownership Taxes	20,212	8,654	11,558	20,910	96.7%	688	
1,232	1,751	-519	Total Revenue from Huerfano County	203,752	85,197	118,555	217,003	93.9%	13,251	
1,595	20,849	-19,254	320 · Interest							
3			320.1 · Checking Interest	79				100.0%	-79	
122			320.10 · ColoTrust - Legal Exp. Int	1,548						
254			320.5 · Colo Trust - Operating Interest	3,290						
102			320.6 · Colo Trust - Capital Reserve Int	1,295						
118			320.7 · ColoTrust-Primary Cap. Reserve	1,490						
10			320.9 · ColoTrust - Organizational Fund	129						
			320.4 · COLOTRUST Interest							
609	620	-11	Total 320 · Interest	7,831	3,410	4,421	6,050	129.4%	-1,781	
			330 · Donations	750						
			330.1 · LVFPD Auxiliary							
			330.4 · LifePack 15							
			330 · Donations - Other	4,254			2,400	177.3%	-1,854	
3,804		3,804	Total 330 · Donations	5,004	1,300	3,704	2,400	208.5%	-2,604	
			350 · Misc Charges, Sales & Services	56	0	8,768		100.0%	-56	
			360 · Charges/Income - Fire Dept	8,768						
			370 · Charges/Income - EMS Dept							
13,764			371 · Gross EMS Charges	274,922				100.0%	-274,922	
-1,702			372 · Billing Adjustments	-106,011				100.0%	106,011	
			373 · Write-offs - EMS					100.0%	-50	
			374 · Refunds							
			375 · Collections	50				0.0%	0	
			376 · Revenue Adjustment							
			370 · Charges/Income - EMS Dept - Other							
12,062	11,902	160	Total 370 · Charges/Income - EMS Dept	168,961	53,474	115,487	136,785	123.5%	-32,176	
			380 · Grants & Designated Revenue							
			381 · Fire Grants	10000					0	
			382.2 · EMS general grants		3,500		3,500	0.0%	3,500	
			382.3 · RETAC Income				3,500	0.0%	0	
			383 · Station Grants				10,000		10,000	
			385.1 · USDA Grant							
			388 · Federal/State Fire Participation	33,823					-33,823	
0	3,500	-3,500	Total 380 · Grants & Designated Revenue	43,823	3,500	40,323	13,500	324.6%	-30,323	
			390 · Miscellaneous Income							
			701 · Fuel Tax Refund	494						
			701.1 · Fire Fuel Tax Refund	0						
			701.2 · EMS Fuel Tax Refund							

2025 Actuals vs. Budget

DECEMBER				JAN-DEC				TOTAL 2025		
Actuals	Budget	Variance		Actuals	Budget	Variance	Budget	% of Budget	Remaining	
0	175	-18,976	Total 701 - Fuel Tax Refund	494	350	144	700	70.6%	206	
18,070	37,046	-18,976	Total Revenue	438,689	147,231	291,458	376,438	116.5%	-62,251	
			Expense							
			600 - Administration Costs							
			601 - Salary - Employees	23,507	9,370	-14,137	22,880	102.7%	-627	
1,900	1,930	30	601.1 Director Stipend	500						
200			602 - Administrative Expense	21,927	7,980	-13,947				
2,099			602.1 - Administrative Fuel							
			602 - Administrative Expense - Other							
			Total 602 - Administrative Expense	21,927	7,980	-13,947	14,000	156.6%	-7,927	
2,099	860	-1,239	603 - Insurance	11,421	902	-10,519	32,238	35.4%	20,817	
52	223	171	604 - Professional & Legal Services	29,054	3,919	-25,135	10,000	290.5%	-19,054	
14,242	869	-13,373	605 - Stations, Bldgs & Grounds	3,068	1,436	-1,632	3,950	77.7%	882	
	359	359	606 - Utilities & Phones							
			606.1 - La Veta Station	12,689				100.0%	-12,689	
775			606.2 - Cuchara Station	5,355				100.0%	-5,355	
471			606.3 - Other Utilities	450				100.0%	-450	
38			606 - Utilities	-106				100.0%	106	
			Total 606 - Utilities & Phones	18,388	9,266	-9,122	20,687	88.9%	2,299	
1,284	1,632	348	607 - County Treasurer's Fees	5,506	2,531	-2,975	6,510	84.6%	1,004	
11	637	626	Total 607 - County Treasurer's Fees	5,506	2,531	-2,975	6,510	84.6%	1,004	
11	637	626	609 - New Station Loans							
			609.1/2 - New Station Loans - Other	38,041			38,041	100.0%	0	
			609.3 - New Stn. - SIEA REDLG Principal	30,000	12,500		30,000	100.0%	0	
2,500	2,500	0	Total 609 - New Station Loans	68,041	12,500	-55,541	68,041	100.0%	0	
2,500	2,500	0	610 - Communications	285	364	79	1,000	28.5%	715	
	91	91	611 - District Administrator					0.0%	0	
	547	547	612 - Payroll Incl Bank Service charges		3,077	3,077	6,906	0.0%	6,906	
	2	2	600 - Administration - Fixed Costs - Other	2,000	8	-1,992	20	10000.0%	-1,980	
22,288	9,650	-12,638	Total 600 - Administration Expenses	183,697	51,353	-132,344	186,232	98.6%	2,535	
			620 - Fire Department							
			621 - Fed/State Fire Expense	12,501	2,545	-9,956	7,000	178.6%	-5,501	
0	636	636	622 - Salaries							
			622.2 - Fire Chief Salary	11,940	4,992	-6,948		100.0%	-11,940	
1,000	1,001	1	622 - Salaries - Other							
			Total 622 - Salaries	11,940	4,992	-6,948	12,000	99.5%	60	
1,000	1,001	1	623 - Incentives/Salaries	50,002	0	-50,002	12,000	416.7%	-38,002	
12,930	1,001	1	624 - Equipment							
			624.1 - Fuel	1,526	404		900	169.6%	-626	
219	71	-148	624.2 - Equip Repairs	14,272	2,175		5,000	285.4%	-9,272	
609	404	-205	624.3 - PPE	10,430	545		1,500	695.3%	-8,930	
121	136	15	624 - Equipment - Other	3,725	5,024	1,381	13,815	27.0%	10,090	
0	1,256	1,256	Total 624 - Equipment	29,953	8,148	-21,805	21,215	141.2%	-8,738	
949	1,867	918	625 - Training	5,904	1,636	-4,268	4,500	131.2%	-1,404	
76	409	333	626 - Public Education	229	109	-120	300	76.5%	71	
	27	27	628.1 SCBAS							
			628.2 Pumps	1,572						

2025 Actuals vs. Budget

DECEMBER				JAN-DEC				TOTAL 2025			
Actuals	Budget	Variance		Actuals	Budget	Variance	Budget	% of Budget	Remaining		
			628.3 Gas meters								
			628.4 Hose testing	3,308							
			628.5 Other (Pneumatics, etc)	1,563							
0	1,029	1,029	628 - Annual Testing SCBA, etc.	6,443	4,117	-2,326	11,323	56.9%	4,880		
			629 - Capital Outlay								
465			620 - Fire Department - Other	665		-665		100.0%	-665		
15,420	4,969	-10,451	Total 620 - Fire Department Expenses	117,637	21,547	-96,090	68,338	172.1%	-49,299		
			630 - EMS Department								
4,024			631 - EMS Expense - other	5,004				100.0%	-5,004		
1,365			631.1 - EMS Medical Supplies	7,797				100.0%	-7,797		
5,573			631.2 - Other medical expenses	12,912				100.0%	-12,912		
10,962	1,293	-9,669	Total 631 EMS Expenses	25,713	7,914	-17,799	16,967	151.5%	-8,746		
1,000	1,000	0	632 - EMS Director Salary	12,000	5,000		12,000	100.0%	0		
8,535	3,085	-5,450	633 - EMS Incentives/Salaries	45,303	14,408		36,000	125.8%	-9,303		
2,841			633.1 PR SSMedicare	11,868							
0	348	348	635 - EMS Billing Fee	3,817	2,185		4,620	82.6%	803		
			636 - EMS Equipment								
126	340	214	636.1 - EMS Fuel	2,583	1,764		4,147	62.3%	1,564		
	604	604	636.2 - EMS Equip Repairs	4,601	2,771		7,000	65.7%	2,399		
1,252	364	-888	636 - Other	1,574	1,455		4,000	39.4%	2,426		
1,378	1,308	-70	Total 636 - EMS Equipment	8,758	5,990	-2,768	15,147	57.8%	6,389		
			637.1 Paramedic Class	-2,773				100.0%	-802		
0	0	0	637 - EMS Training	802	727		2,000				
0	182	182	Total 637 EMS Training	-1,971	109		300	0.0%	300		
301	455	154	638 - EMS Public Education	893	1,818		5,000				
25,017	7,698	-17,319	639 - Annual Testing and Calibration	106,381	38,151	-68,230	92,034	115.6%	-14,347		
			Total 630 - EMS Department Expenses								
			650 - Grants & Designated Fund Exp								
0	2,500	2,500	650.1 - Grant Writing		2,500	2,500	2,500		2,500		
			651 - Fire Grants		5,000	5,000	10,000		10,000		
			652 - EMS Grants								
			652.1 - RETAC								
			653 - Station Grants								
			657 - Federal Fire Participation								
			658 - Water Conservancy Grant								
0	0	0	Total 650 - Grants & Designated Fund Expenses	0	7,500	7,500	12,500	0.0%	12,500		
62,725	22,317	-40,408	Total Expense	407,715	118,551	-289,164	359,104	113.5%	-48,611		
			Net Ordinary Income								
-44,655	14,729	-59,384	Other Income/Expense	30,974	28,680	2,294					
			702 - Other Income Misc								
			Total Other Income	0	0						
			Net Other Income	0	0						
-44,655	14,729	-59,384	Total Net Income	30,974	28,680	2,294					

Savings, Reserves and Loans

	Balance				Δ	Int Rate
	September	October	November	December		
70-715-5 Checking (FNBt)	71,607	75,012	54,996	6,696	(20,016)	0.10%
Petty cash	100	100	100	100	100	
Colostrust Reserve Accounts						
8001 General (Operations)	75,409	75,681	75,936	76,190	255	4.25%
8002 Cap Reserve (Stipends)	30,328	30,437	30,540	30,642	103	4.25%
8003 Cap Reserve (Primary)	34,891	35,017	35,135	35,253 36,253	118	4.25%
8005 Cap Reserve (Organizational)	3,015	3,025	3,036	3,046	11	4.25%
8006 Cap Reserve (Legal)	36,245	36,376	36,498	36,621	122	4.25%
Operating Accounts Total	147,116	150,793	131,032	82,986	(19,761)	
Capital Reserve Accounts Total	104,479	104,855	105,209	135,562	354	
Total Funds	251,595	255,649	236,241	218,548	(19,408)	

Correction

Building Loans	Note holder	Rate	Term	Ending	Balance	Payments	
						PI	Frequency
	San Isabel Electric Ass'n (REDG)	0.00%	10 yr	2026	22,500	2,500	Monthly
	Fowler State Bank (1)	3.75%	25 yr	2040	430,603	38,041	Annual

next interest eval 10/2025

Deposit Detail

<u>Date</u>	<u>Name</u>	<u>Account</u>	<u>Amount</u>
12/31/2025		320.1 · Checking Interest	3.09
12/31/2025		320.9 · ColoTrust - Organizational Fund	10.15
12/31/2025		320.6 · ColoTrust - Capital Reserve Int	102.24
12/31/2025		320.7 · ColoTrust-Primary Cap.Reserve	117.63
12/31/2025		320.10 · ColoTrust - Legal Exp. Int	122.18
12/15/2025		1499 · Undeposited Funds	147.29
12/31/2025		320.5 · Colo Trust - Operating Interest	254.21
12/05/2025		330 - Donations	350.00
12/11/2025		371 - Gross EMS Charges	375.00
12/29/2025		330 - Donations	500.00
12/15/2025		371 - Gross EMS Charges	927.39
12/29/2025		330 - Donations	1,454.20
12/11/2025		330 - Donations	1,500.00
12/11/2025		Prperty Taxes	1,584.28
	311 · Current Property Tax		-339.06
	312.1 · Current Tax Interest		-23.76
	313 · Specific Ownership Taxes		-1,232.34
	607 · Treasurer's Fees		10.88
12/11/2025		1499 - Undeposited Funds	2,212.00

Checks and Expense Report

Type	Date	Num	Name	Memo	Amount
600 · Administration - Fixed Costs					
601 · Salary - Emp & Directors					
Paycheck	12/03/2025	DD1356	Tressan R Passarelli	Direct Deposit	1,900.00
					<u>1,900.00</u>
Total 601 · Salary - Emp & Directors					
601.1 · .1 Director Stipend					
Check	12/01/2025	16772	Tucker Shrout	November Board Meeting	100.00
Check	12/01/2025	16773	Keri Lard	November Board Meeting	100.00
					<u>200.00</u>
Total 601.1 · .1 Director Stipend					
602 · Administrative Expense					
Check	12/01/2025	16768	Gobin's, Inc.	Copy Machine	152.42
Check	12/01/2025	phone	Valero Fleet	#0496006870125	85.00
Check	12/01/2025	phone	Valero Fleet	Interest	10.99
Check	12/05/2025	pos	Amazon		39.98
Check	12/08/2025	pos	Adobe Acrobat		10.49
Check	12/08/2025	pos	Hostgator		564.33
Check	12/11/2025	16786	Special District Assoc. of Colorado	Annual Membership	150.00
Check	12/11/2025	16787	Emergency Solutions, Inc.	Customer ID CO-05530	22.45
Check	12/11/2025	16789	John Deere Financial	Acct. # 11113-41476	170.00
Check	12/11/2025	16793	The Computer Kernel	3757	381.53
Check	12/11/2025	pos	Amazon		89.88
Check	12/12/2025	pos	Dollar Tree Stores	Gifts for Auxiliary	100.98
Check	12/12/2025	pos	Big - R of Trinidad	Gifts for Auxiliary	70.00
Check	12/22/2025	pos	Quick Books - Intuit Payroll	DD Fee	126.20
Check	12/22/2025	pos	Sam's Club	Gifts for Dispatch	124.88
Check	12/24/2025	pos	American Legion	Flag	<u>2,099.13</u>
Total 602 · Administrative Expense					
603 · Insurance					
Paycheck	12/03/2025	DD	Work Comp	Direct Deposit	52.40
					<u>52.40</u>
Total 603 · Insurance					
604 · Professional & Legal Services					
Check	12/29/2025	16796	Huerfano County Clerk		1,513.48
					<u>1,513.48</u>
Check	12/01/2025	16763	Collins Cole Flynn Winn & Ulmer, PLLC	8057,8168 & 7761	10,379.00
Check	12/11/2025	16791	Collins Cole Flynn Winn & Ulmer, PLLC	8388	2,350.00
					<u>12,729.00</u>
Total 604 · Professional & Legal Services					
606 · Utilities & Phones					
Check	12/01/2025	16764	Jade Communicaitons	Acct. # 00060485-1	20.50
Check	12/01/2025	16764	Jade Communicaitons	Acct. # 00060485-1	18.00
Check	12/01/2025	16767	La Veta Propane		342.03
Check	12/01/2025	16769	Mountain Disposal		55.00
Check	12/01/2025	16770	Town of La Veta		85.00
Check	12/15/2025	auto	San Isabel Electric	3943400	254.67
					<u>775.20</u>

Check	12/01/2025	16764	Jade Communicaitons	Acct. # 00060485-1	Inv. #	164.27
Check	12/01/2025	16767	La Veta Propane			101.04
Check	12/01/2025	16771	Cucharas Sanitation & Water District			110.00
Check	12/15/2025	auto	San Isabel Electric	1706800		95.35
						<u>470.66</u>

Check	12/15/2025	auto	San Isabel Electric	1587500		38.00
						<u>38.00</u>
						<u>1,283.86</u>

Total 606 · Utilities & Phones

607 · Treasurer's Fees

Deposit	12/11/2025			Deposit		10.88
						<u>10.88</u>

Total 607 · Treasurer's Fees

609 · New Station Loans

Check	12/15/2025	auto	San Isabel Electric - REDLG			2,500.00
						<u>2,500.00</u>
						<u>2,500.00</u>
						<u>22,288.75</u>

Total 609 · New Station Loans

Total 600 · Administration - Fixed Costs

620 · Fire Department

622 · Salaries

Paycheck	12/03/2025	DD1355	Ronald C Jameson	Direct Deposit		1,000.00
						<u>1,000.00</u>
						<u>1,000.00</u>

Total 622 · Salaries

623 · Incentives/Salaries

Paycheck	12/12/2025	DD1363	Brian C. Jameson	Direct Deposit		1,410.00
Paycheck	12/12/2025	DD1363	Brian C. Jameson	Direct Deposit		340.00
Paycheck	12/12/2025	16776	Cavin D McCay			930.00
Paycheck	12/12/2025	16776	Cavin D McCay			320.00
Paycheck	12/12/2025	DD1364	David E. Mower	Direct Deposit		30.00
Paycheck	12/12/2025	DD1364	David E. Mower	Direct Deposit		220.00
Paycheck	12/12/2025	16777	David M Steffan			900.00
Paycheck	12/12/2025	16777	David M Steffan			400.00
Paycheck	12/12/2025	16778	Eric Guadagnoli			390.00
Paycheck	12/12/2025	16778	Eric Guadagnoli			160.00
Paycheck	12/12/2025	DD1365	Gabriel Vigil	Direct Deposit		60.00
Paycheck	12/12/2025	DD1365	Gabriel Vigil	Direct Deposit		80.00
Paycheck	12/12/2025	DD1366	Haley S. Jameson	Direct Deposit		270.00
Paycheck	12/12/2025	DD1366	Haley S. Jameson	Direct Deposit		320.00
Paycheck	12/12/2025	16781	Justin S Jameson			1,560.00
Paycheck	12/12/2025	16781	Justin S Jameson			440.00
Paycheck	12/12/2025	DD1368	Lukas E Dearmin	Direct Deposit		510.00
Paycheck	12/12/2025	DD1368	Lukas E Dearmin	Direct Deposit		300.00
Paycheck	12/12/2025	DD1369	Meagan Owens	Direct Deposit		40.00
Paycheck	12/12/2025	DD1371	Ronald C Jameson	Direct Deposit		2,250.00
Paycheck	12/12/2025	DD1371	Ronald C Jameson	Direct Deposit		520.00
Paycheck	12/12/2025	16784	Samuel E Morningstar			480.00
Paycheck	12/12/2025	16784	Samuel E Morningstar			300.00
Paycheck	12/12/2025	16785	Stephen S Ames			60.00

Paycheck	12/12/2025	16785	Stephen S Ames		240.00
Paycheck	12/12/2025	DD1373	Tressan R Passarelli	Direct Deposit	180.00
Paycheck	12/12/2025	DD1373	Tressan R Passarelli	Direct Deposit	220.00
Total 623 · Incentives/Salaries					<u>12,930.00</u>
624 · Equipment					
Check	12/01/2025	16735	Acorn Petroleum	VOID:	0.00
Check	12/01/2025	phone	Valero Fleet	#0496006870125	57.15
Check	12/01/2025	POS	Trailhead General		43.71
Check	12/22/2025	pos	Circle K		26.97
Check	12/23/2025	pos	Maverick		91.51
					<u>219.34</u>
Check	12/11/2025	16789	John Deere Financial	Acct. # 11113-41476	608.94
					<u>608.94</u>
Check	12/24/2025	pos	BOCOMAL		120.96
					<u>120.96</u>
Total 624 · Equipment					<u>949.24</u>
625 · Training					
Check	12/01/2025	16765	Haley Jameson	Simla Fire Training	76.00
Total 625 · Training					<u>76.00</u>
620 · Fire Department - Other					
Check	12/15/2025	pos	Colorado State Fire Chiefs	Dues	465.00
Total 620 · Fire Department - Other					<u>465.00</u>
Total 620 · Fire Department					<u>15,420.24</u>
630 · EMS Department					
631 · EMS Expense					
Check	12/05/2025	pos	Amazon		370.49
Check	12/08/2025	pos	Galls		586.03
Check	12/24/2025	pos	Galls		295.67
					<u>1,252.19</u>
Check	12/01/2025	16766	BoundTree Medical	Account #109657	1,026.17
Check	12/29/2025	16795	BoundTree Medical	Account #109657	339.00
					<u>1,365.17</u>
Check	12/01/2025	16766	BoundTree Medical	Account #109657	4,357.24
Check	12/11/2025	16788	Airgas USA LLC		232.39
Check	12/29/2025	16795	BoundTree Medical	Account #109657	0.00
Check	12/29/2025	16797	Airgas USA LLC		983.85
					<u>5,573.48</u>
Check	12/11/2025	16790	Meagan Owens	From Dr. Elias	3,000.00
Check	12/29/2025	pos	Motisfirerescue.com		1,023.62
					<u>4,023.62</u>
Total 631 · EMS Expense					<u>12,214.46</u>

632 · EMS Director Salary

Paycheck	12/05/2025	DD1358	David E. Mower	Direct Deposit	1,000.00
					<hr style="width: 100%; border: 0.5px solid black;"/>
Total 632 · EMS Director Salary					1,000.00

633 · EMS Incentives/Salaries

Paycheck	12/03/2025	DD	Social Security & Medicare	Direct Deposit	2,841.46
					2,841.46
Paycheck	12/05/2025	DD1357	Brian C. Jameson	Direct Deposit	75.00
Paycheck	12/05/2025	DD1358	David E. Mower	Direct Deposit	300.00
Paycheck	12/05/2025	DD1358	David E. Mower	Direct Deposit	25.00
Paycheck	12/05/2025	DD1358	David E. Mower	Direct Deposit	160.00
Paycheck	12/05/2025	DD1359	Gabriel Vigil	Direct Deposit	225.00
Paycheck	12/05/2025	DD1359	Gabriel Vigil	Direct Deposit	160.00
Paycheck	12/05/2025	DD1360	Haley S. Jameson	Direct Deposit	150.00
Paycheck	12/05/2025	16774	Justin S Jameson		75.00
Paycheck	12/05/2025	16774	Justin S Jameson		25.00
Paycheck	12/05/2025	16774	Justin S Jameson		160.00
Paycheck	12/05/2025	16775	Mark D. Brunner		75.00
Paycheck	12/05/2025	DD1361	Meagan Owens	Direct Deposit	450.00
Paycheck	12/05/2025	DD1361	Meagan Owens	Direct Deposit	250.00
Paycheck	12/05/2025	DD1362	Norma Jean Mower	Direct Deposit	25.00
Paycheck	12/05/2025	DD1362	Norma Jean Mower	Direct Deposit	160.00
Paycheck	12/12/2025	DD1363	Brian C. Jameson	Direct Deposit	90.00
Paycheck	12/12/2025	16776	Cavin D McCay		60.00
Paycheck	12/12/2025	DD1364	David E. Mower	Direct Deposit	1,260.00
Paycheck	12/12/2025	DD1364	David E. Mower	Direct Deposit	100.00
Paycheck	12/12/2025	16777	David M Steffan		30.00
Paycheck	12/12/2025	16779	Faith K Brunner		90.00
Paycheck	12/12/2025	16779	Faith K Brunner		40.00
Paycheck	12/12/2025	DD1365	Gabriel Vigil	Direct Deposit	210.00
Paycheck	12/12/2025	DD1365	Gabriel Vigil	Direct Deposit	60.00
Paycheck	12/12/2025	DD1367	James T Alt	Direct Deposit	90.00
Paycheck	12/12/2025	DD1367	James T Alt	Direct Deposit	60.00
Paycheck	12/12/2025	16780	John R Mayfield		60.00
Paycheck	12/12/2025	16780	John R Mayfield		60.00
Paycheck	12/12/2025	16781	Justin S Jameson		810.00
Paycheck	12/12/2025	16781	Justin S Jameson		120.00
Paycheck	12/12/2025	DD1368	Lukas E Dearmin	Direct Deposit	180.00
Paycheck	12/12/2025	DD1368	Lukas E Dearmin	Direct Deposit	80.00
Paycheck	12/12/2025	16782	Malea A Schmidt		30.00
Paycheck	12/12/2025	16782	Malea A Schmidt		40.00
Paycheck	12/12/2025	16783	Mark D. Brunner		360.00
Paycheck	12/12/2025	16783	Mark D. Brunner		80.00
Paycheck	12/12/2025	DD1369	Meagan Owens	Direct Deposit	1,560.00
Paycheck	12/12/2025	DD1369	Meagan Owens	Direct Deposit	100.00
Paycheck	12/12/2025	DD1370	Norma Jean Mower	Direct Deposit	360.00
Paycheck	12/12/2025	DD1370	Norma Jean Mower	Direct Deposit	80.00
Paycheck	12/12/2025	DD1372	Susan M Alt	Direct Deposit	120.00

Paycheck	12/12/2025	DD1372	Susan M Alt	Direct Deposit	60.00
Paycheck	12/12/2025	DD1373	Tressan R Passarelli	Direct Deposit	30.00
					<u>8,535.00</u>
					11,376.46

Total 633 · EMS Incentives/Salaries

636 · EMS Equipment

Check	12/01/2025	phone	Valero Fleet	#0496006870125	126.07
					<u>126.07</u>
					126.07

Total 636 · EMS Equipment

639 · EMS Communication

Check	12/11/2025	16792	AT&T	Act # 287353300553	99.72
Check	12/29/2025	16794	AT&T	Act # 287353300553	200.94
					<u>300.66</u>

Total 639 · EMS Communication

Total 630 · EMS Department

25,017.65
62,726.64

Chiefs Report 1-8-2026

Department meetings

Second Saturday of each month at 8:00 AM.

Training for the month

COTAK training

Truck and equipment

Repairs are being done on E-51

Annual Inspection completed on E-41

Grant

Need to be looking for more grants

Volunteers

1 new volunteer Timber Woods

Fire Calls

See attached report

Burn Permits

0 Burn permits

County information

CWPP team is having a meet and greet in La Veta January 20th at 4 PM at the La Veta Mercantile.

Stations

Station Repairs on heating system still needs a little bet more work on it.

Meet with San Isable Electric board on refinancing of the loan on building and money to do other projects.

Time and Miles

Hours 52

Miles 93

La Veta Fire Protection District
EMS Monthly Report
December 2025
Board of Director's Meeting
January 8, 2026

Training: Training for December was held on 12/09/25. Training consisted of Vendor Training by Response Master in setup and use for all Fire & EMS Personnel. All EMS Providers were also covered on the upcoming changes and requirements for Ambulance Licensing by Colorado dept. of Public Health and Environment. Each member was provided a copy of the "Mandatory Reporting Guidelines". We also Issued Coveralls to the EMS Personnel to wear to improve professionalism.

Maintenance: Rescue encountered a front-end suspension issue of unknown cause. It has been removed from service until repairs can be completed. There is a damaged sway bar bracket with a sheared bolt broken away from the frame. The repairs will be completed by Rocky Mountain Spring and Suspension in Colorado Springs. Justin will be delivering it via a low boy trailer as it is not safe to drive.

Colorado Ground Ambulance Licensing: I emailed all the Directors with an updated copy of the Policies that were presented to you at the last meeting. The only change that was made had to do with time between working a full-time job and responding to a 911 call for service. We changed it to allow each person to make the determination on whether they feel they can respond effectively, efficiently and safely.

Personnel & Applications: No new applications have been received for membership in November.

EMS Calls: There were 9 calls for service in December. 6 Patients were transported to SPRHC. 3 PCR's resulted in no transport due to no ambulance needed or patient refusals. (see attached report)

Minimum Equipment Requirements Policy

1.0 PURPOSE

This document shall provide a high-level overview and ensure compliance with the rules set in 6 CCR 1015-3, Chapter Four, Sections 3 - Department Issuance of Licenses and Ambulance Permits and Section 13 - Minimum Equipment Requirements.

2.0 RESPONSIBILITY

The **La Veta Fire Protection District Board of Directors, EMS Director** and Medical Director shall oversee this document and ensure it's up to date; implementation of guidelines shall fall to the District and command officers. This Equipment list has been approved by the medical director and reflects the most current **La Veta Fire Protection District Medical Protocols established by the Southern Colorado RETAC (Regional Trauma Advisory Council and the Colorado EMPAC (Emergency Medical Physician Advisory Council).**

2.1 Minimum Medical Equipment Requirements for Ambulances

Medical protocols approved by the Medical Director: The **La Veta Fire Protection District** will utilize **the Southern Colorado RETAC** Protocols which are published at <https://southerncoloradoretac.org>

2.2 Minimum Vehicle and Personal Safety Equipment for Ambulances

2.2.1 Communications (effective July 1, 2026)

- Two-way voice radio communications with Public Safety Answering Points (PSAP) in good working order that will enable clear voice communications between ambulance personnel and Huerfano County Emergency Dispatch, medical control facility or physician, receiving facilities, and mutual aid agencies.

2.2.2 Vehicle Safety, PPE, Personal Restraint Equipment

- Traffic safety devices, including but not limited to vests and warning triangles.
- Daytime and nighttime operations, including but not limited to an operating flashlight and incident and scene lighting.
- Fire hazard abatement, to include, at minimum, fire extinguishers.
- Sharps containers and receptacles for the appropriate disposal and storage of medical waste and biohazards.
- A child protective restraint system that accommodates a weight range between five (5) and ninety-nine (99) Pounds
- Appropriate protective restraints for patients, crew, accompanying family members, and other vehicle occupants.
- Infection control equipment and supplies.
- Mechanisms to secure equipment stored in the ambulance's patient compartment appropriately-sized personal protective equipment for all on-duty personnel, conforming to national standards such as the CDC and OSHA.

2.3 Minimum Medical Equipment for Ambulances

- Pediatric length, age, or weight-based system for determining drug dosage calculations and sizing equipment.
- Ventilation and airway equipment.
- Splinting or other appropriate devices for treating orthopedic and spinal injuries.
- Dressings and other appropriate materials to address bleeding and burns.
- Obstetrical supplies for field deliveries.
- Pharmacological agents.
- Hemorrhage control equipment, including a commercially manufactured hemorrhage control tourniquet.
- Means of defibrillation capable of delivering electrical countershock.

2.4 Minimum ALS Medical Equipment for Ambulances

In addition to the equipment above ALS needs to have the following equipment subject to medical protocols.

- End-tidal CO₂ monitor or detection device.
- Portable, battery-operated cardiac monitor-defibrillator.
- Advanced airway equipment.
- Fluid maintenance solutions per medical protocol.
- Medication administration equipment per medical protocol.

Fatigue Management Policy

1.0 PURPOSE

This policy outlines the effects and risks of employee fatigue, emphasizes the shared responsibility for its appropriate management, and details preventative measures to minimize associated risks. It also establishes hours-of-service limitations for all **La Veta Fire Protection District** clinical personnel.

2.0 WORKPLACE RISK

The first step in mitigating fatigue is identifying contributing factors. These include:

- **Workplace Environment:** Factors such as noise levels, lighting, and temperature can contribute to fatigue.
- **Schedules:** Irregular or extended shifts, inadequate time off, and on-call demands can disrupt sleep patterns and lead to fatigue.
- **Staffing Levels:** Insufficient staffing can result in increased workloads and overtime, contributing to employee fatigue.
- **Individual Factors:** Lifestyle choices, sleep hygiene, and personal responsibilities outside of work also play a role in fatigue.

La Veta Fire Protection District is committed to ensuring adequate staffing levels to minimize excessive workloads and reduce the risk of fatigue. Employees are encouraged to prioritize rest, maintain a healthy lifestyle, and be mindful of their physical and mental state before and during work shifts.

3.0 EFFECTS OF FATIGUE

Fatigue is a state of prolonged mental and/or physical exhaustion that impairs an individual's ability to function. While it's natural to experience tiredness after exertion, fatigue is a more persistent condition that can accumulate over time because of various factors.

3.1 Signs and Symptoms

Recognizing the signs of fatigue is crucial for early intervention. These can include:

- **Physical indicators:** headaches, dizziness, difficulty staying awake, muscle weakness, and lack of energy.
- **Cognitive indicators:** Impaired decision-making, reduced concentration, slower reaction times, and memory problems.

3.2 Consequences of Fatigue

Fatigue poses significant risks both in the immediate and long term:

- **Short-term effects:** Increased errors, compromised decision-making (especially when driving or providing medical care), and slower reaction times.
- **Long-term effects:** Increased risk of chronic conditions like cardiovascular disease, mental health issues (e.g., depression, anxiety), and metabolic disorders (e.g., diabetes).

By understanding the causes, signs, and potential consequences of fatigue, employees and **La Veta Fire Protection District** can work together to implement effective preventative measures.

4.0 SHARED RESPONSIBILITY

La Veta Fire Protection District recognizes that managing fatigue is a shared responsibility between the organization and its employees. We are committed to providing a work environment that supports employee well-being and minimizes fatigue-related risks. Employees are equally responsible for taking proactive steps to manage their own fatigue levels and ensure their fitness for duty.

4.1 Agency Responsibilities

- **Promoting a Culture of Safety:** **La Veta Fire Protection District** fosters a culture where fatigue is recognized as a legitimate safety concern and open communication about fatigue-related issues is encouraged
- **Workload Management:** We strive to maintain adequate staffing levels, implement fair scheduling practices, and provide reasonable workloads to prevent excessive fatigue
- **Education and Training:** **La Veta Fire Protection District** provides comprehensive education and training programs on fatigue awareness, its effects, and strategies for mitigation
- **Shift Rotation Design:** Shift rotations are designed to balance operational demands with the need for adequate rest and recovery. This includes:
 - 12 or 24 hour 911 response shifts
 - **Currently LVFPD mandates one 12 hour shift a month for all volunteers, as well as two 12 hour shifts per month for new personnel for two years following their initial EMT certification funded either fully or partially by the LVFPD. If ongoing education is paid for by the LVFPD, in an effort to advance educational levels, additional shift obligations will be determined by the EMS Director and Board of Directors with mutual, signed agreements by participating members.**
 - **Being a volunteer department, LVFPD recognizes that members may have full time employment and obligations outside of the department, therefore it will be at the discretion of the employee if they have become fatigued to the point of possibly affecting their safe performance as an EMS provider, not to answer 911 calls for service unless they feel they can safely respond to 911 calls. Full time employment outside of the LVFPD, does not negate the shift obligations stated above.**
 - **If there has been any alcohol / mind altering drug consumption up to 8 hours prior to a 911 call for service, the employee/volunteer will not respond to a call for service.**
- **Monitoring and Support:** The management team actively monitors call volume, duty times, and employee feedback to identify potential fatigue-related concerns and provide appropriate support

5.0 EMPLOYEE RESPONSIBILITIES

- **Prioritizing Rest and Recovery:** Employees are responsible for obtaining sufficient restorative sleep before and after shifts. This includes practicing good sleep hygiene and managing personal schedules to allow for adequate rest.
- **Self-Monitoring and Reporting:** Employees must be aware of their own fatigue levels and any signs or symptoms they may experience. It is crucial to report any fatigue-related concerns to supervisors promptly.
- **Healthy Lifestyle Choices:** Employees are encouraged to maintain a healthy lifestyle that supports physical and mental well-being, including proper nutrition, regular exercise, and stress management techniques.
- **Adherence to Policies:** Employees must adhere to all **La Veta Fire Protection District** policies related to fatigue management, including hours-of-service limitations and reporting procedures.

- By working together and fulfilling these responsibilities, **La Veta Fire Protection District** and its employees / volunteers can create a safer and healthier work environment for everyone.

6.0 HOURS-OF-SERVICE LIMITATIONS

To prevent excessive fatigue and ensure employee / volunteer well-being La Veta Fire Protection District the following hours-of-service limitations:

- **Maximum Daily Hours:** Employees should not exceed 20 hours of work within a 24-hour period, including on-call time and any overtime.
- **Weekly Hours:** Employees should not work more than 140 hours in any 7-day period, averaged over a 28-day cycle.
- **Rest Periods:** Employees are entitled to a minimum of 8 consecutive hours off-duty between shifts.

These limitations are designed to promote adequate rest and recovery, minimize the risk of fatigue-related incidents, and ensure the safety of employees and the public.

7.0 REPORTING AND INCIDENT MANAGEMENT

La Veta Fire Protection District has a proactive approach to fatigue management. Employees are expected to self-monitor their fatigue levels and report any concerns promptly.

- **Reporting Procedures:**
 - Employees should report any fatigue-related concerns to their immediate supervisor. This includes feeling excessively tired, experiencing any signs or symptoms of fatigue, or having any concerns about their ability to perform their duties safely.
 - Supervisors are responsible for documenting and addressing reported concerns, taking appropriate action to mitigate risks, and escalating issues to higher management when necessary.
- **Incident Management:**
 - Any incident or near-miss that may be related to fatigue must be reported immediately through La Veta Fire Protection District's established incident reporting system.
 - A thorough investigation will be conducted to determine the root cause of the incident and identify any contributing factors, including fatigue.
 - **La Veta Fire Protection District** will take corrective action to prevent future incidents, which may include reviewing schedules, providing additional training, or adjusting operational procedures.

By promoting open communication and establishing clear reporting procedures, **La Veta Fire Protection District** aims to create a safe and supportive environment where fatigue-related risks are minimized.