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ELIZABETH FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS MEETING
AGENDA
September 20, 2022, at 6:00 pm

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Public Comment (3 minutes per person)
5. Additions/Deletions to Agenda
6. Approval of Minutes
7. Financial Matters
    - Ratify the bills
        - Discussion and possible approval
8. Staff Report
9. Legal Report
10. Old Business
11. New Business
    - Review and Possible Approval of Resolution #22-09-05: A Resolution to Decline Participation in the Family and Medical Leave Insurance Act ("FAMLI") Program
    - Review of Possible Intergovernmental Agreement Establishing the Public Sector Health Care Group Authority
12. Adjournment

RECORD OF PROCEEDINGS

MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE ELIZABETH FIRE PROTECTION DISTRICT

Held: Tuesday, August 9, 2022, 6:00 p.m.

Attendance

The regular meeting of the Board of Directors of the Elizabeth Fire Protection District ("District") was called and held in accordance with the laws of the State of Colorado.

The following Directors were in attendance:

Rick Young, Board President
Scott Christensen, Board Vice President (via Zoom)
Wayne Austgen, Board Secretary
Don Means, Board Treasurer
Stacey Collis, Board Director

Also present were:

T.J. Steck, Fire Chief
Kara Gerczynski, Division Chief Fire Prevention and Administration
Nick Carnesi, Battalion Chief of Training
Sarah Fischer, Director of Finance and HR
Taylor Clark, Executive Administrative Assistant
Michelle Ferguson, District Legal Counsel
Adam Neisen, Lieutenant
Kyle Kreymborg, Firefighter
Colton Tyler, Firefighter
Brandon Dressel, Paramedic Firefighter
Zachary Miller, Reserve Firefighter

Call to Order

Director Young called to order the regular meeting of the Board of Directors of the Elizabeth Fire Protection District at 6:04 p.m.

Pledge of Allegiance

Director Young led the Pledge of Allegiance.

RECORD OF PROCEEDINGS

Public Comment	Director Young opened the meeting for public comment. There was no public comment.
Addition/Deletions to Agenda	Director Young asked if there were any changes to the Agenda. Executive Administrative Assistant Clark requested that there be an addition to the Agenda. She asked that "Rescheduling of September 2022 Pension Board of Trustees Meeting" be added under New Business. The Board approved the Agenda as amended.
Approval of Minutes	The Board reviewed the draft minutes from the July 12, 2022, regular Board meeting. Director Young called for a motion to approve the July 12, 2022, minutes as presented. Director Austgen made the motion. Director Collis seconded the motion. All in favor.
Financial Matters	
• Ratify the bills	Director Young stated that the Board has been provided with the financials and asked if there were any questions. There were no questions. Director of Finance and HR Fischer stated that she had changed the design of the financial statements for the August regular Board meeting to include more visual descriptions. The Board stated that they liked the changes to the design. Discussion followed. Director Young called for a motion to ratify the payment of the bills. Director Austgen made the motion. Director Collis seconded the motion. All in favor.
Staff Report	Chief Steck presented an overview of the staff report.

Chief Steck stated that the percentage increases on page 3 of the staff report were not a typo. He stated that the department has seen an 76.2% increase in EMS calls from July 2021 to July 2022. He stated that Chief Staff does not have an explanation for the increases; however, he stated that, three years ago, the District was told to expect a 75% increase in Medicaid and Medicare calls over the next five years. He stated that he does not know if there is any correlation between the two increases, but that it is interesting for the Board to note. He stated that the District is still on track for a 20% total call increase for the year 2022 from the year 2021.

Discussion followed.

Director Young asked if there were any questions. There were no questions.

Legal Report

Director Young stated that the next order of business was the legal report.

Attorney Ferguson stated that she included her Firm's legal advisement regarding the 2022 Legislative Session in the documents distributed to the Board. The legal advisement addresses several bills that will impact the District and, where appropriate, discusses any actions her Firm is recommending the District take in response.

Attorney Ferguson stated that she will discuss a personnel matter in executive session.

Attorney Ferguson stated that the Board will need to make a decision regarding the possible adjustment of the mill levy to cover losses in revenue resulting from the reduction to assessment rates enacted by recent legislation. Chief Steck stated that Director of Finance and HR Fischer was doing more research on how the District will be affected by the changes, but that a decision will need to be made prior to certification of the mill levy as to what adjustments may be appropriate, if any, particularly in light of the State backfill of up to 90% of the lost revenue for one year. Director of Finance and HR Fischer stated that they will present their findings to the Board with sufficient time for the Board to consider and make any decisions by October budget considerations.

Discussion followed.

Director Young asked if there were any further questions. There were no questions.

New Business

- *Discussion and Possible Approval of Position Descriptions and Discussion and Possible Approval of Shift Training Officer Duties Description*

Director Young stated that the next order of business was Discussion and Possible Approval of Position Descriptions.

Director of Finance and HR Fischer stated that Chief Staff had updated several of the position descriptions to account for a more progressive succession plan between positions. She stated that the position descriptions now require a certain number of years as a member of the District before holding the position of Battalion Chief, Shift Training Officer, and Lieutenant. Division Chief Fire Prevention and Administration Gerczynski stated that the position descriptions were updated to address protected classes. Director of Finance and HR Fischer stated that the Single Role EMT Position would only be offered internally.

Director Young called for a motion to approve the Battalion Chief, Lieutenant, and Single Role EMT position descriptions and Shift Training Officer duties description. Director Christensen made the motion. Director Means seconded the motion. All in favor.

- *Rescheduling of September 2022 Regular Board Meeting and Rescheduling of September 2022 Pension Board of Trustees Meeting*

Director Young stated that the next order of business was Rescheduling of September 2022 Regular Board Meeting.

Chief Steck stated that the September regular Board meeting was scheduled to take place on a date that Chief Staff and Admin Staff would be away from the office. He stated that Director of Finance and HR Fischer, Executive Administrative Assistant Clark, and himself would be out of the office for the SDA Annual Conference. He stated that Division Chief Fire Prevention and Administration Gerczynski would be receiving the Robert W. Gaines Fire Prevention Leadership award in Kentucky on the same date. He stated that it would be more advantageous to look at rescheduling the September regular Board meeting than to try to have it via Zoom on the same day.

Discussion followed.

The Board agreed to reschedule the September 2022 regular Board meeting for Tuesday, September 20, 2022, at 6:00 p.m. at 155 West Kiowa Ave, Elizabeth, Colorado. The Board agreed to cancel the September 2022 Pension Board of Trustees meeting for the month of September.

Executive Session

Director Young stated that the next order of business was Executive Session pursuant to C.R.S. 24-6-402(4)(b) and (f) to receive advice of legal counsel regarding a confidential personnel matter involving a citizen complaint.

Director Young called for a motion to enter into Executive Session. Director Austgen made the motion. Director Means seconded the motion. All in favor.

The Board entered into Executive Session at 6:36 p.m. Chief Steck, Division Chief Fire Prevention and Administration Gerczynski, and Battalion Chief of Training Carnesi were present.

Director Young called for a motion to end Executive Session. Director Austgen made the motion. Director Collis seconded the motion. All in favor. The Board ended the Executive Session at 8:29 p.m.

Director Young called for a motion to ratify the actions of Director Young with respect to his investigation of a citizen complaint arising from the District's enforcement actions on July 4th received prior to the Board meeting, and to recommend Chief Staff move forward with Board recommendations, and direct legal counsel to respond to complainant. Director Means made the motion. Director Collis seconded the motion. All in favor.

Adjournment

There being no further business to come before the Board, Director Means moved to adjourn, Director Collis seconded, and the vote was unanimously carried. The meeting adjourned at 8:29 p.m.

RECORD OF PROCEEDINGS

Meeting Schedule	The next regular Board meeting is scheduled for September 20, 2022, at 6:00 p.m. at 155 West Kiowa Ave, Elizabeth, Colorado.

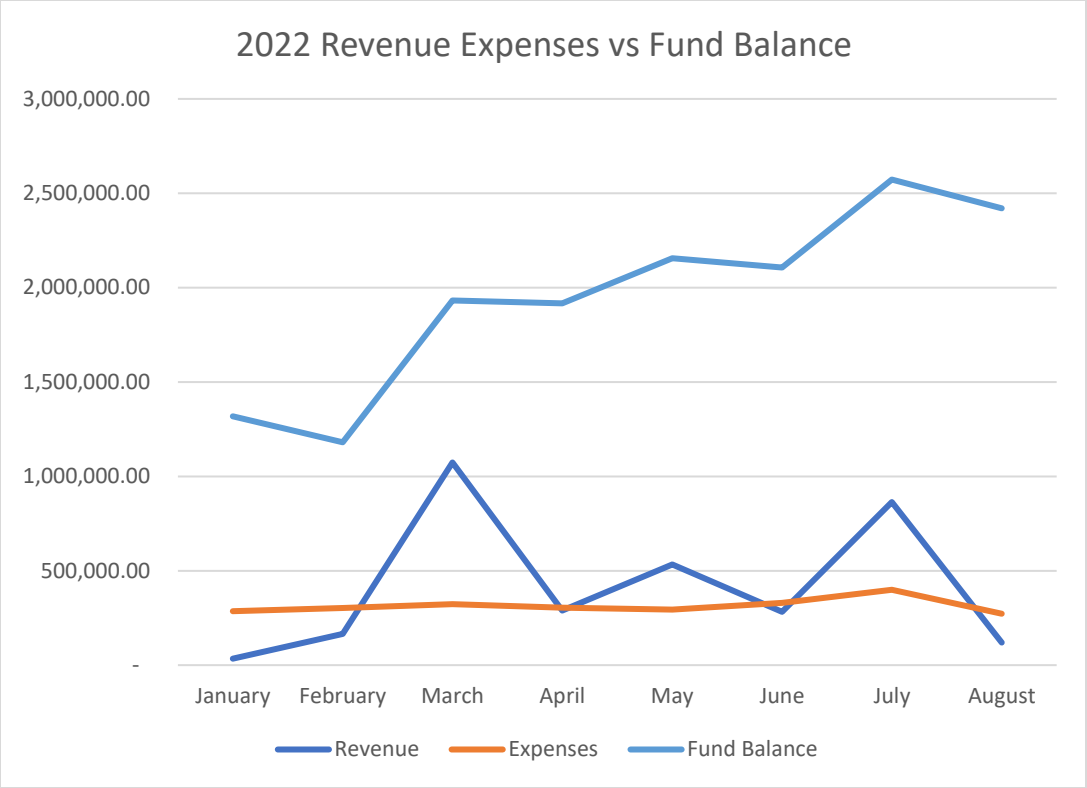
_____ Date: September 20, 2022

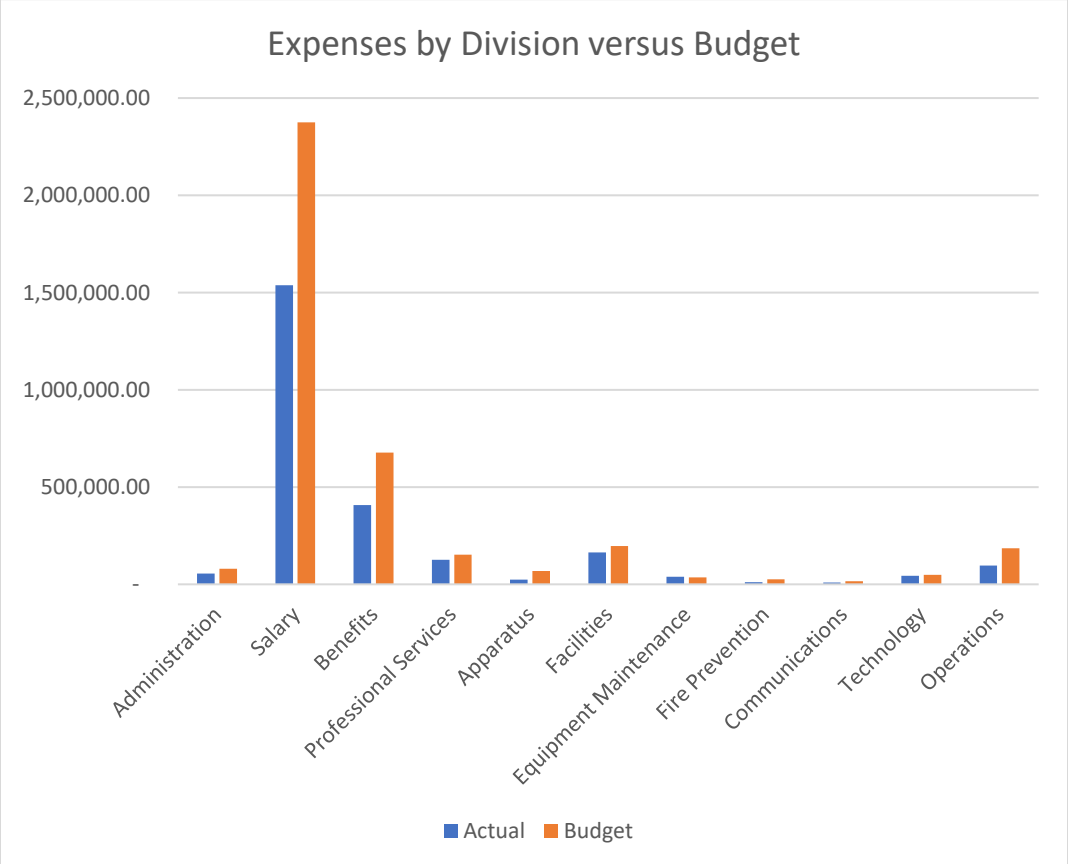
Rick Young, Board President

_____ Date: September 20, 2022

Wayne Austgen, Secretary

Financial Statements for September 2022 Board Meeting


2022 Revenue Expenses vs Fund Balance
3,000,000.00
2,500,000.00
2,000,000.00
1,500,000.00
1,000,000.00
500,000.00
-
January
February
March
April
May
June
July
August
Revenue
Expenses
Fund Balance


Expenses by Division versus Budget
2,500,000.00
2,000,000.00
1,500,000.00
1,000,000.00
500,000.00
-
Administration
Salary
Benefits
Professional Services
Apparatus
Facilities
Equipment Maintenance
Fire Prevention
Communications
Technology
Operations
Actual
Budget

Elizabeth Fire Protection District
General Fund Balance Sheet
As of August 31, 2022

	Aug 31, 22
ASSETS	
Current Assets	
Checking/Savings	
1.10100 · BOK Financial Operating	73,664.80
1.10150 · BOK Financial Payroll	25,311.69
1.10200 · Community Bank of Colorado	40,907.16
1.10300 · Wells Fargo	-153.60
1.10400 · Colorado Trust General Account	2,192,005.51
1.10600 · CSafe Fund General Account	7,112.69
1.10700 · Colorado Trust Scholarship Fund	549.44
1.10950 · Claim on Pooled Cash	-753.80
Total Checking/Savings	2,338,643.89
Accounts Receivable	
1.11600 · Accounts Receivable	5,485.50
Total Accounts Receivable	5,485.50
Other Current Assets	
1.12500 · Petty Cash Fund	100.00
Total Other Current Assets	100.00
Total Current Assets	2,344,229.39
Fixed Assets	
1.15100 · Fixed Asset Land	1,614,052.51
1.15200 · Fixed Asset Equipment	176,482.08
1.15300 · Fixed Asset Vehicle	1,619,889.97
Total Fixed Assets	3,410,424.56
Other Assets	
1.13000 · Property Tax Receivable	2,641,818.00
1.13600 · Transport Fees Receivable	172,781.92
1.13700 · Allowance for Doubtful Debt	-91,224.24
Total Other Assets	2,723,375.68
TOTAL ASSETS	**8,478,029.63**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
1.20000 · *Accounts Payable	-1.87
Total Accounts Payable	-1.87
Other Current Liabilities	

Elizabeth Fire Protection District
General Fund Balance Sheet
As of August 31, 2022

	Aug 31, 22
1.20200 · Accounts Payable	29.14
1.21000 · Deferred Property Tax Revenue	2,641,818.00
1.21100 · Federal Payroll Tax	-3.12
1.21200 · State Payroll Tax	720.00
1.21400 · Colorado Unemployment	-222.58
1.22100 · Colonial	1,312.38
1.22200 · Colonial - Pre-Tax	966.62
1.22300 · Medical FSA	1,131.57
1.23000 · Deferred Grant Revenue	2,000.00
Total Other Current Liabilities	2,647,752.01
Total Current Liabilities	2,647,750.14
Total Liabilities	2,647,750.14
Equity	
1.30300 · Investment in Fixed Asset	3,410,424.56
1.31100 · Unapplied Fund Balance	826,302.18
32000 · Unrestricted Net Assets	743,537.32
Net Income	850,015.43
Total Equity	5,830,279.49
TOTAL LIABILITIES & EQUITY	**8,478,029.63**

Elizabeth Fire Protection District
Income Statement General Fund
January through August 2022

	Jan - Aug 22
Income	
1.40100 · General Fund Property Tax Reven	2,611,215.41
1.40200 · S.O.T. Revenue	275,511.10
1.40300 · Transport Revenue	305,115.89
1.40400 · Permit Fees	11,214.50
1.40500 · Developer Contributions	11,500.00
1.40600 · CPR Income	1,165.00
1.40700 · CFFHC Benefit Trust	2,351.32
1.40800 · Grant Income	13,660.00
1.41000 · Sale of Capital Assets	1,500.00
1.41100 · Interest Revenue	13,924.22
1.41200 · Other Miscellaneous Income	115,944.70
Total Income	3,363,102.14
Gross Profit	3,363,102.14
Expense	
1.50000 · Administration	2,001,255.67
1.51000 · Professional Services	126,278.71
1.52000 · Apparatus	24,018.59
1.53000 · Facilities	163,323.99
1.54000 · Equipment Maintenance and Testi	39,022.94
1.55000 · Fire Prevention/Investigations	10,157.54
1.56000 · Communications	9,191.25
1.57000 · Technology	43,563.19
1.58000 · Operations	96,274.83
Total Expense	2,513,086.71
Net Income	**850,015.43**

Elizabeth Fire Protection District
General Fund Comparison Budget
January through August 2022

	Jan - Aug 22	Budget	$ Over Budget	% of Budget
Income				
1.40100 · General Fund Property Tax Reven	2,611,215.41	2,641,818.00	(30,602.59)	98.8%
1.40200 · S.O.T. Revenue	275,511.10	475,000.00	(199,488.90)	58.0%
1.40300 · Transport Revenue	305,115.89	350,000.00	(44,884.11)	87.2%
1.40400 · Permit Fees	11,214.50	20,000.00	(8,785.50)	56.1%
1.40500 · Developer Contributions	11,500.00	30,000.00	(18,500.00)	38.3%
1.40600 · CPR Income	1,165.00	960.00	205.00	121.4%
1.40700 · CFFHC Benefit Trust	2,351.32	2,600.00	(248.68)	90.4%
1.40800 · Grant Income	13,660.00			
1.41000 · Sale of Capital Assets	1,500.00	25,000.00	(23,500.00)	6.0%
1.41100 · Interest Revenue	13,924.22	4,000.00	9,924.22	348.1%
1.41200 · Other Miscellaneous Income	115,944.70	150,000.00	(34,055.30)	77.3%
1.49000 · Transfer In From Other Funds	0.00	71,692.00	(71,692.00)	0.0%
Total Income	3,363,102.14	3,771,070.00	(407,967.86)	89.2%
Gross Profit	3,363,102.14	3,771,070.00	(407,967.86)	89.2%
Expense				
1.50000 · Administration	2,001,255.67	3,131,862.18	(1,130,606.51)	63.9%
1.51000 · Professional Services	126,278.71	152,454.54	(26,175.83)	82.8%
1.52000 · Apparatus	24,018.59	69,000.00	(44,981.41)	34.8%
1.53000 · Facilities	163,323.99	196,764.08	(33,440.09)	83.0%
1.54000 · Equipment Maintenance and Testi	39,022.94	35,350.00	3,672.94	110.4%
1.55000 · Fire Prevention/Investigations	10,157.54	25,900.00	(15,742.46)	39.2%
1.56000 · Communications	9,191.25	15,500.00	(6,308.75)	59.3%
1.57000 · Technology	43,563.19	48,600.00	(5,036.81)	89.6%
1.58000 · Operations	96,274.83	184,850.00	(88,575.17)	52.1%
1.80900 · Contingency	0.00	10,000.00	(10,000.00)	0.0%
Total Expense	2,513,086.71	3,870,280.80	(1,357,194.09)	64.9%
Net Income	**850,015.43**	**(99,210.80)**	**949,226.23**	**(856.8)%**

Elizabeth Fire Protection District
Capital Mill Comparison Budget
January through August 2022

	Jan - Aug 22	Budget	$ Over Budget	% of Budget
Income				
2.40100 · Capital Improvement Tax Revenue	438,201.17	443,023.91	(4,822.74)	98.9%
2.41100 · Interest Revenue-CMF	2,566.96	300.00	2,266.96	855.7%
Total Income	440,768.13	443,323.91	(2,555.78)	99.4%
Gross Profit	440,768.13	443,323.91	(2,555.78)	99.4%
Expense				
2.55000 · County Treasurer Fee-CMF	12,774.06	13,290.72	(516.66)	96.1%
2.60000 · Capital Mil Transfer Out	0.00	52,000.00	(52,000.00)	0.0%
2.80010 · PPE Capital Expense	8,000.91	50,000.00	(41,999.09)	16.0%
2.80012 · Apparatus Capital Expense	61,479.79	204,000.00	(142,520.21)	30.1%
2.80013 · Equipment Capital Expense	25,180.58	39,000.00	(13,819.42)	64.6%
2.80014 · Station 271 Capital Expense	15,200.00	30,000.00	(14,800.00)	50.7%
2.80015 · Station 272 Capital Expense	0.00	25,000.00	(25,000.00)	0.0%
2.80016 · Station 273 Capital Expense	11,000.00	15,000.00	(4,000.00)	73.3%
2.80201 · PNC Lease Principal	119,551.60	119,551.60	0.00	100.0%
2.80220 · PNC Lease Interest	20,514.53	20,514.53	0.00	100.0%
Total Expense	273,701.47	568,356.85	(294,655.38)	48.2%
Net Income	**167,066.66**	**(125,032.94)**	**292,099.60**	**(133.6)%**

Elizabeth Fire Protection District
Impact Fee Funds Comparison Budget
January through August 2022

	Jan - Aug 22	Budget	$ Over Budget	% of Budget
Income				
3.40100 · Zone 1 Income	44,154.11	5,000.00	39,154.11	883.1%
3.41100 · Interest	200.78	30.00	170.78	669.3%
4.40200 · Zone 2 Income	0.00	5,000.00	(5,000.00)	0.0%
4.41100 · Interest Impact fee Zone 2	5.91			
5.40300 · Zone 3 Income	1,226.00	2,500.00	(1,274.00)	49.0%
5.41100 · Interest Impact Fee Zone 3	12.93	0.00	12.93	100.0%
Total Income	45,599.73	12,530.00	33,069.73	363.9%
Gross Profit	45,599.73	12,530.00	33,069.73	363.9%
Expense				
3.60000 · Zone 1 Transfer Out	0.00	23,000.00	(23,000.00)	0.0%
4.60002 · Zone 2 Expense	0.00	0.00	0.00	0.0%
5.60003 · Zone 3 Expense	0.00	0.00	0.00	0.0%
Total Expense	0.00	23,000.00	(23,000.00)	0.0%
Net Income	**45,599.73**	**(10,470.00)**	**56,069.73**	**(435.5)%**

Elizabeth Fire Protection District
Infrastructure Fee Fund Comparison Budget
January through August 2022

	Jan - Aug 22	Budget	$ Over Budget	% of Budget
Income				
6.40100 · Infrastructure Fee Income	8,320.00	5,000.00	3,320.00	166.4%
6.41100 · Interest Revenue IF	204.63	25.00	179.63	818.5%
Total Income	8,524.63	5,025.00	3,499.63	169.6%
Gross Profit	8,524.63	5,025.00	3,499.63	169.6%
Expense				
6.80017 · Infrastructure Facilities Exp	0.00	15,000.00	(15,000.00)	0.0%
Total Expense	0.00	15,000.00	(15,000.00)	0.0%
Net Income	**8,524.63**	**(9,975.00)**	**18,499.63**	**(85.5)%**

Elizabeth Fire Protection District
Bank Balances
As of August 31, 2022

	Aug 31, 22	
	Debit	Credit
1.10100 · BOK Financial Operating	73,664.80	
1.10150 · BOK Financial Payroll	25,311.69	
1.10200 · Community Bank of Colorado	40,907.16	
1.10300 · Wells Fargo		153.60
1.10400 · Colorado Trust General Account	2,192,005.51	
1.10600 · CSafe Fund General Account	7,112.69	
1.10700 · Colorado Trust Scholarship Fund	549.44	
1.10950 · Claim on Pooled Cash		753.80
2.10400 · Colo Trust Cap Mill	465,324.88	
2.10950 · Claim on Pooled Cash-CMF		197.72
2.13500 · Cash with County Treasurer-CMF	0.00	
3.10100 · Colorado Trust Impact Fee Zn1	48,338.77	
3.10950 · Claims on Pooled Cash Zone 1	951.52	
4.10101 · Colorado Trust Impact Fee Zn 2	1,058.70	
5.10102 · Colorado Trust Impact Fee Zn 3	2,612.86	
5.10950 · Claim on Pooled Cash Zone3	0.00	
6.10200 · Colorado Trust Infrastructure	38,317.75	
6.10950 · Claims on Pooled Cash Infrastru	0.00	
TOTAL	**2,896,155.77**	**1,105.12**

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
	08/12/2022	**QuickBooks Pay...**	**1.10150 · BOK Financial Payroll**		**-67,154.20**
		QuickBooks Payr...	2110 · Direct Deposit Liabilities	-67,154.20	67,154.20
TOTAL				-67,154.20	67,154.20
	08/30/2022	**QuickBooks Pay...**	**1.10150 · BOK Financial Payroll**		**-52,092.83**
		QuickBooks Payr...	2110 · Direct Deposit Liabilities	-52,092.83	52,092.83
TOTAL				-52,092.83	52,092.83
	08/30/2022	**QuickBooks Pay...**	**1.10150 · BOK Financial Payroll**		**-1,113.84**
		QuickBooks Payr...	2110 · Direct Deposit Liabilities	-1,113.84	1,113.84
TOTAL				-1,113.84	1,113.84
	08/30/2022	**QuickBooks Pay...**	**1.10150 · BOK Financial Payroll**		**-12,540.03**
		QuickBooks Payr...	2110 · Direct Deposit Liabilities	-12,540.03	12,540.03
TOTAL				-12,540.03	12,540.03
	08/31/2022		**1.10100 · BOK Financial Operating**		**-345.35**
			1.50102 · Bank Fees	-345.35	345.35
TOTAL				-345.35	345.35
ACH 728	**08/02/2022**	**Public Sector H...**	**1.10100 · BOK Financial Operating**		**-28,145.03**
			1.50403 · Health Insurance	-28,145.03	28,145.03
TOTAL				-28,145.03	28,145.03
ACH731	**08/01/2022**	**Kriz Consulting**	**1.10100 · BOK Financial Operating**		**-3,765.36**
			1.51106 · EMS Billing	-3,765.36	3,765.36
TOTAL				-3,765.36	3,765.36
ACH731	**08/02/2022**	**Colonial Life Ins...**	**1.10100 · BOK Financial Operating**		**-2,482.56**

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
			1.22100 · Colonial	-39.96	39.96
			1.22200 · Colonial - Pre-Tax	-33.04	33.04
			1.22100 · Colonial	-1,409.90	1,409.90
			1.22200 · Colonial - Pre-Tax	-999.66	999.66
TOTAL				-2,482.56	2,482.56
ACH731	**08/12/2022**	**United States Tr...**	**1.10150 · BOK Financial Payroll**		**-11,939.33**
			1.21100 · Federal Payroll Tax	-7,997.77	7,997.77
			1.21100 · Federal Payroll Tax	-658.79	658.79
			1.21100 · Federal Payroll Tax	-658.79	658.79
			1.21100 · Federal Payroll Tax	-1,311.99	1,311.99
			1.21100 · Federal Payroll Tax	-1,311.99	1,311.99
TOTAL				-11,939.33	11,939.33
ACH732	**08/02/2022**	**WEX**	**1.10100 · BOK Financial Operating**		**-1,299.42**
			1.58701 · Fuel	-1,299.42	1,299.42
TOTAL				-1,299.42	1,299.42
ACH732	**08/12/2022**	**FPPA**	**1.10150 · BOK Financial Payroll**		**-15,384.38**
			1.21800 · FPPA Pension Cont	-6,267.85	6,267.85
			1.21800 · FPPA Pension Cont	-6,267.85	6,267.85
			1.21800 · FPPA Pension Cont	-908.08	908.08
			1.21900 · FPPA 457	-899.52	899.52
			1.21800 · FPPA Pension Cont	-1,041.08	1,041.08
TOTAL				-15,384.38	15,384.38
ACH733	**08/04/2022**	**BOK Financial CC**	**1.10100 · BOK Financial Operating**		**-10,405.97**
			1.58106 · Firefighter Travel	-49.00	49.00
			1.58105 · Firefighter Training	-495.00	495.00
			1.50104 · Meeting Expense	-53.00	53.00
			1.52102 · Apparatus Repairs	-87.16	87.16
			1.52102 · Apparatus Repairs	-62.95	62.95
			1.53111 · 271 Maintenance/Repairs	-79.93	79.93
			1.53112 · 271 Equipment/Upgrades	-90.38	90.38
			1.55105 · Training	-770.00	770.00
			1.57102 · Accounting Software	-583.94	583.94
			1.55203 · Investigation Dues/Certificatio	-125.00	125.00

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
			1.57110 · I.T. Equipment/Upgrades	-39.96	39.96
			1.53811 · Admin Equipment/Upgrades	-161.75	161.75
			1.53904 · Quartermaster Supplies	-12.57	12.57
			1.53112 · 271 Equipment/Upgrades	-10.27	10.27
			1.57110 · I.T. Equipment/Upgrades	-364.70	364.70
			1.50110 · Express Toll	-37.35	37.35
			1.50104 · Meeting Expense	-152.72	152.72
			1.50107 · Admin Training	-750.00	750.00
			1.56106 · Cell Phone Expense	-82.64	82.64
			1.53206 · 272 Cable	-114.07	114.07
			1.53310 · 273 Maintenance/ Repairs	-90.00	90.00
			1.53210 · 272 Maintenance/Repairs	-60.00	60.00
			1.53111 · 271 Maintenance/Repairs	-95.00	95.00
			1.50502 · Background Checks	-71.89	71.89
			1.50101 · Office Supplies	-4.00	4.00
			1.58105 · Firefighter Training	-150.00	150.00
			1.58105 · Firefighter Training	-150.00	150.00
			1.58105 · Firefighter Training	-150.00	150.00
			1.58501 · Operations Equipment/Upgrades	-724.01	724.01
			1.50504 · Recruiting Misc	-100.00	100.00
			1.57107 · Scheduling Software	-810.00	810.00
			1.58105 · Firefighter Training	-495.00	495.00
			1.50413 · LOSAP/Retention	-100.00	100.00
			1.53904 · Quartermaster Supplies	-461.76	461.76
			1.50504 · Recruiting Misc	-271.99	271.99
			1.50101 · Office Supplies	-56.99	56.99
			1.50101 · Office Supplies	-136.63	136.63
			1.50101 · Office Supplies	-32.49	32.49
			1.50101 · Office Supplies	-18.87	18.87
			1.50101 · Office Supplies	-77.34	77.34
			1.50101 · Office Supplies	-630.69	630.69
			1.50101 · Office Supplies	-12.41	12.41
			1.54105 · SCBA Testing/Maintenance	-213.92	213.92
			1.50104 · Meeting Expense	-4.94	4.94
			1.50104 · Meeting Expense	-31.86	31.86
			1.53904 · Quartermaster Supplies	-344.89	344.89
			1.53904 · Quartermaster Supplies	-17.90	17.90
			1.50104 · Meeting Expense	-93.10	93.10
			1.50107 · Admin Training	-375.00	375.00
			1.50107 · Admin Training	-445.00	445.00
			1.50104 · Meeting Expense	-57.90	57.90
TOTAL				-10,405.97	10,405.97
ACH733	**08/12/2022**	**ICMA**	**1.10150 · BOK Financial Payroll**		**-2,279.53**
			1.21500 · ICMA 457	-1,335.67	1,335.67
			1.21600 · ICMA Pension	-471.93	471.93

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
			1.21600 · ICMA Pension	-471.93	471.93
TOTAL				-2,279.53	2,279.53
ACH734	**08/16/2022**	**GHA Technologi...**	**1.10100 · BOK Financial Operating**		**-1,098.17**
			1.57108 · Software Backup/sec	-1,098.17	1,098.17
TOTAL				-1,098.17	1,098.17
ACH734	**08/18/2022**	**ROCKY Mountai...**	**1.10150 · BOK Financial Payroll**		**-141.29**
			1.22300 · Medical FSA	-141.29	141.29
TOTAL				-141.29	141.29
ACH735	**08/16/2022**	**SAMBA**	**1.10100 · BOK Financial Operating**		**-153.98**
			1.50501 · Driving Record Checks	-153.98	153.98
TOTAL				-153.98	153.98
ACH735	**08/22/2022**	**ROCKY Mountai...**	**1.10150 · BOK Financial Payroll**		**-50.60**
			1.50402 · Wellness/EAP Program	-50.60	50.60
TOTAL				-50.60	50.60
ACH736	**08/03/2022**	**ROCKY Mountai...**	**1.10150 · BOK Financial Payroll**		**-100.00**
			1.22300 · Medical FSA	-100.00	100.00
TOTAL				-100.00	100.00
ACH736	**08/16/2022**	**CORHIO**	**1.10100 · BOK Financial Operating**		**-1,800.00**
			1.51106 · EMS Billing	-1,800.00	1,800.00
TOTAL				-1,800.00	1,800.00
ACH737	**08/31/2022**	**FPPA**	**1.10150 · BOK Financial Payroll**		**-15,429.77**
			1.21800 · FPPA Pension Cont	-6,287.12	6,287.12
			1.21800 · FPPA Pension Cont	-6,287.12	6,287.12

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
			1.21800 · FPPA Pension Cont	-910.07	910.07
			1.21900 · FPPA 457	-899.52	899.52
			1.21800 · FPPA Pension Cont	-1,045.94	1,045.94
TOTAL				-15,429.77	15,429.77
ACH738	**08/31/2022**	**ICMA**	**1.10150 · BOK Financial Payroll**		**-2,279.53**
			1.21500 · ICMA 457	-1,335.67	1,335.67
			1.21600 · ICMA Pension	-471.93	471.93
			1.21600 · ICMA Pension	-471.93	471.93
TOTAL				-2,279.53	2,279.53
ACH739	**08/31/2022**	**United States Tr...**	**1.10150 · BOK Financial Payroll**		**-11,663.84**
			1.21100 · Federal Payroll Tax	-7,445.00	7,445.00
			1.21100 · Federal Payroll Tax	-815.10	815.10
			1.21100 · Federal Payroll Tax	-815.10	815.10
			1.21100 · Federal Payroll Tax	-1,294.32	1,294.32
			1.21100 · Federal Payroll Tax	-1,294.32	1,294.32
TOTAL				-11,663.84	11,663.84
ACH741	**08/31/2022**	**Colorado Depart...**	**1.10150 · BOK Financial Payroll**		**-6,642.00**
			1.21200 · State Payroll Tax	-6,642.00	6,642.00
TOTAL				-6,642.00	6,642.00
ACH742	**08/03/2022**	**HUMANA**	**1.10100 · BOK Financial Operating**		**-254.30**
			1.50407 · Life Insurance	-254.30	254.30
TOTAL				-254.30	254.30
ACH743	**08/12/2022**	**Optum**	**1.10100 · BOK Financial Operating**		**-16.13**
			1.51106 · EMS Billing	-16.13	16.13
TOTAL				-16.13	16.13
ACH744	**08/25/2022**	**ROCKY Mountai...**	**1.10150 · BOK Financial Payroll**		**-66.41**

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
			1.22300 · Medical FSA	-66.41	66.41
TOTAL				-66.41	66.41
ACH745	**08/30/2022**	**ROCKY Mountai...**	**1.10150 · BOK Financial Payroll**		**-152.00**
			1.22300 · Medical FSA	-152.00	152.00
TOTAL				-152.00	152.00
26414	**08/10/2022**	**Agfinity**	**1.10100 · BOK Financial Operating**		**-2,547.83**
I65683	08/10/2022		1.58701 · Fuel	-2,547.83	2,547.83
TOTAL				-2,547.83	2,547.83
26415	**08/10/2022**	**Allcopy**	**1.10100 · BOK Financial Operating**		**-485.46**
32097963	08/10/2022		1.57109 · Copier	-485.46	485.46
TOTAL				-485.46	485.46
26416	**08/10/2022**	**AT&T Mobility**	**1.10100 · BOK Financial Operating**		**-919.76**
287303...	08/10/2022		1.56105 · Connectivity Expense	-919.76	919.76
TOTAL				-919.76	919.76
26417	**08/10/2022**	**Black Hills**	**1.10100 · BOK Financial Operating**		**-145.43**
727223...	08/10/2022		1.53803 · Admin Natural Gas	-16.63	16.63
065478...	08/10/2022		1.53103 · 271 Gas	-128.80	128.80
TOTAL				-145.43	145.43
26418	**08/10/2022**	**Boundtree**	**1.10100 · BOK Financial Operating**		**-9.39**
84616861	08/10/2022		1.58202 · EMS Supplies	-9.39	9.39
TOTAL				-9.39	9.39
26419	**08/10/2022**	**Bright Healthcare**	**1.10100 · BOK Financial Operating**		**-449.68**

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
202212...	08/10/2022		1.40300 · Transport Revenue	-449.68	449.68
TOTAL				-449.68	449.68
26420	**08/10/2022**	**CC ADMIN**	**1.10100 · BOK Financial Operating**		**-401.63**
849720...	08/10/2022		1.53805 · Admin Internet	-401.63	401.63
TOTAL				-401.63	401.63
26421	**08/10/2022**	**CC Station 271 I...**	**1.10100 · BOK Financial Operating**		**-249.49**
849720...	08/10/2022		1.53105 · 271 Internet	-249.49	249.49
TOTAL				-249.49	249.49
26422	**08/10/2022**	**CC Station 273 ...**	**1.10100 · BOK Financial Operating**		**-16.00**
849720...	08/10/2022		1.53306 · 273 Cable	-16.00	16.00
TOTAL				-16.00	16.00
26423	**08/10/2022**	**CC Station 273 I...**	**1.10100 · BOK Financial Operating**		**-241.09**
849720...	08/10/2022		1.53305 · 273 Internet	-241.09	241.09
TOTAL				-241.09	241.09
26424	**08/10/2022**	**Comcast Station...**	**1.10100 · BOK Financial Operating**		**-905.98**
151902...	08/10/2022		1.53104 · 271 Phone	-294.82	294.82
			1.53804 · Admin Phone	-424.64	424.64
			1.53304 · 273 Phone	-186.52	186.52
TOTAL				-905.98	905.98
26425	**08/10/2022**	**CORE**	**1.10100 · BOK Financial Operating**		**-1,858.05**
71184002	08/10/2022		1.53102 · 271 Electric	-791.66	791.66
95602299	08/10/2022		1.53802 · Admin Electrict	-326.89	326.89
23608400	08/10/2022		1.53302 · 273 Electric	-739.50	739.50
TOTAL				-1,858.05	1,858.05

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
26426	**08/10/2022**	**CURTIS**	**1.10100 · BOK Financial Operating**		**-668.56**
INV614...	08/10/2022		1.58501 · Operations Equipment/Upgrades	-668.56	668.56
TOTAL				-668.56	668.56
26427	**08/10/2022**	**DC Septic**	**1.10100 · BOK Financial Operating**		**-1,250.00**
22-1003	08/10/2022		1.53310 · 273 Maintenance/ Repairs	-678.00	678.00
22-1004	08/10/2022		1.53210 · 272 Maintenance/Repairs	-572.00	572.00
TOTAL				-1,250.00	1,250.00
26428	**08/10/2022**	**DelSol, Justin**	**1.10100 · BOK Financial Operating**		**-100.00**
9591	08/10/2022		1.40300 · Transport Revenue	-100.00	100.00
TOTAL				-100.00	100.00
26429	**08/10/2022**	**Douglas Cty Fir...**	**1.10100 · BOK Financial Operating**		**-75.00**
2022	08/10/2022		1.50106 · Dues	-75.00	75.00
TOTAL				-75.00	75.00
26430	**08/10/2022**	**HBS**	**1.10100 · BOK Financial Operating**		**-588.00**
FR2125...	08/10/2022		1.53108 · 271 Trash	-480.00	480.00
FR2055...	08/10/2022		1.53108 · 271 Trash	-48.00	48.00
			1.53207 · 272 Trash	-23.00	23.00
			1.53307 · 273 Trash	-37.00	37.00
TOTAL				-588.00	588.00
26431	**08/10/2022**	**IMAGE**	**1.10100 · BOK Financial Operating**		**-251.04**
136779	08/10/2022		1.57104 · Records Management	-251.04	251.04
TOTAL				-251.04	251.04
26432	**08/10/2022**	**John Deere**	**1.10100 · BOK Financial Operating**		**-132.94**
1112-6...	08/10/2022		1.53310 · 273 Maintenance/ Repairs	-31.98	31.98
			1.53810 · Admin Maint/Repairs	-50.97	50.97

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
			1.52102 · Apparatus Repairs	-49.99	49.99
TOTAL				-132.94	132.94
26433	**08/10/2022**	**LAWS**	**1.10100 · BOK Financial Operating**		**-3,189.50**
21575	08/10/2022		2.80012 · Apparatus Capital Expense	-3,189.50	3,189.50
TOTAL				-3,189.50	3,189.50
26434	**08/10/2022**	**NAPA**	**1.10100 · BOK Financial Operating**		**-359.98**
12928	08/10/2022		1.52101 · Apparatus Preventative Maint	-359.98	395.98
TOTAL				-359.98	395.98
26435	**08/10/2022**	**Profile EA**	**1.10100 · BOK Financial Operating**		**-162.50**
12634	08/10/2022		1.50402 · Wellness/EAP Program	-162.50	162.50
TOTAL				-162.50	162.50
26436	**08/10/2022**	**ROGGEN**	**1.10100 · BOK Financial Operating**		**-423.00**
11545	08/10/2022		1.53303 · 273 Gas	-423.00	423.00
TOTAL				-423.00	423.00
26437	**08/10/2022**	**RSFPD**	**1.10100 · BOK Financial Operating**		**-1,620.71**
616	08/10/2022		1.52102 · Apparatus Repairs	-773.70	773.70
609	08/10/2022		1.52102 · Apparatus Repairs	-847.01	847.01
TOTAL				-1,620.71	1,620.71
26438	**08/10/2022**	**STRYKER**	**1.10100 · BOK Financial Operating**		**-334.44**
383357...	08/10/2022		1.58202 · EMS Supplies	-334.44	334.44
TOTAL				-334.44	334.44
26439	**08/10/2022**	**Tmobile**	**1.10100 · BOK Financial Operating**		**-122.28**

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
976368...	08/10/2022		1.56105 · Connectivity Expense	-122.28	122.28
TOTAL				-122.28	122.28
26440	**08/10/2022**	**True Value**	**1.10100 · BOK Financial Operating**		**-165.45**
1718	08/10/2022		1.53904 · Quartermaster Supplies	-20.99	20.99
			1.53811 · Admin Equipment/Upgrades	-13.74	13.74
			1.53904 · Quartermaster Supplies	-33.77	33.77
			1.53904 · Quartermaster Supplies	-25.99	25.99
			1.53809 · Admin Grounds	-30.99	30.99
			1.53110 · 271 Grounds	-18.98	18.98
			1.53904 · Quartermaster Supplies	-20.99	20.99
TOTAL				-165.45	165.45
26441	**08/10/2022**	**TWNELZ**	**1.10100 · BOK Financial Operating**		**-585.80**
61.01	08/10/2022		1.53107 · 271 Water/Sewer	-240.40	240.40
2000.03	08/10/2022		1.53812 · Admin Building Water/Sewer	-345.40	345.40
TOTAL				-585.80	585.80
26442	**08/18/2022**	**Sandy Graeff**	**1.10100 · BOK Financial Operating**		**-100.00**
			1.58501 · Operations Equipment/Upgrades	-100.00	100.00
TOTAL				-100.00	100.00
26443	**08/23/2022**	**Navarro, Angel**	**1.10100 · BOK Financial Operating**		**-300.00**
			1.58306 · Protective Clothing	-300.00	300.00
TOTAL				-300.00	300.00
26444	**08/23/2022**	**Airgas**	**1.10100 · BOK Financial Operating**		**-287.98**
999043...	08/23/2022		1.58202 · EMS Supplies	-287.98	287.98
TOTAL				-287.98	287.98
26445	**08/23/2022**	**Boundtree**	**1.10100 · BOK Financial Operating**		**-399.43**
84647433	08/23/2022		1.58202 · EMS Supplies	-112.19	112.19

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
84649461	08/23/2022		1.58202 · EMS Supplies	-112.19	112.19
94649462	08/23/2022		1.58202 · EMS Supplies	-79.40	79.40
84639501	08/23/2022		1.58202 · EMS Supplies	-17.05	17.05
84626985	08/23/2022		1.58202 · EMS Supplies	-26.40	26.40
84631315	08/23/2022		1.58202 · EMS Supplies	-52.20	52.20
TOTAL				-399.43	399.43
26446	**08/23/2022**	**Burdick**	**1.10100 · BOK Financial Operating**		**-25.00**
Weber ...	08/23/2022		1.40300 · Transport Revenue	-25.00	25.00
TOTAL				-25.00	25.00
26447	**08/23/2022**	**CC Station 271 ...**	**1.10100 · BOK Financial Operating**		**-22.50**
849720...	08/23/2022		1.53106 · 271 Cable	-22.50	22.50
TOTAL				-22.50	22.50
26448	**08/23/2022**	**CDPC**	**1.10100 · BOK Financial Operating**		**-210.00**
22-55170	08/23/2022		1.58108 · Firefighter Cert. Testing	-30.00	30.00
22-54888	08/23/2022		1.58108 · Firefighter Cert. Testing	-180.00	180.00
TOTAL				-210.00	210.00
26449	**08/23/2022**	**CORE**	**1.10100 · BOK Financial Operating**		**-856.45**
23608400	08/23/2022		1.53302 · 273 Electric	-677.28	677.28
73157800	08/23/2022		1.53202 · 272 Electric	-179.17	179.17
TOTAL				-856.45	856.45
26450	**08/23/2022**	**CURTIS**	**1.10100 · BOK Financial Operating**		**-202.60**
INV620...	08/23/2022		1.54106 · Hurst Tools Testing/Maintenance	-202.60	202.60
TOTAL				-202.60	202.60
26451	**08/23/2022**	**ELDORA**	**1.10100 · BOK Financial Operating**		**-272.80**
131339	08/23/2022		1.53109 · 271 Drinking Water	-184.00	184.00
131340	08/23/2022		1.53308 · 273 Drinking Water	-88.80	88.80

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
TOTAL				-272.80	272.80
26452	**08/23/2022**	**Elizabeth Auto**	**1.10100 · BOK Financial Operating**		**-349.88**
15538	08/23/2022		1.52102 · Apparatus Repairs	-349.88	349.88
TOTAL				-349.88	349.88
26453	**08/23/2022**	**Fire Safety Educ...**	**1.10100 · BOK Financial Operating**		**-440.00**
EFD039	08/23/2022		1.55103 · Public Education Supplies	-440.00	440.00
TOTAL				-440.00	440.00
26454	**08/23/2022**	**Heathone**	**1.10100 · BOK Financial Operating**		**-190.00**
CO118...	08/23/2022		1.50503 · Drug Testing/DOT	-190.00	190.00
TOTAL				-190.00	190.00
26455	**08/23/2022**	**Humana Medicare**	**1.10100 · BOK Financial Operating**		**-538.19**
298528...	08/23/2022		1.40300 · Transport Revenue	-538.19	538.19
TOTAL				-538.19	538.19
26456	**08/23/2022**	**ICTHREADS**	**1.10100 · BOK Financial Operating**		**-140.50**
4302	08/23/2022		1.58304 · T-Shirts/Job Shirts	-82.50	82.50
4299	08/23/2022		1.58304 · T-Shirts/Job Shirts	-58.00	58.00
TOTAL				-140.50	140.50
26457	**08/23/2022**	**METLIFE**	**1.10100 · BOK Financial Operating**		**-3,652.34**
TS0534...	08/23/2022		1.50404 · Dental Insurance	-2,037.24	2,037.24
			1.50405 · Vision Insurance	-370.60	370.60
			1.50414 · Short/Long Term Disability	-1,244.50	1,244.50
TOTAL				-3,652.34	3,652.34
26458	**08/23/2022**	**RSFPD**	**1.10100 · BOK Financial Operating**		**-2,090.29**

Elizabeth Fire Protection District
Check Register
August 2022

Num	Date	Name	Account	Paid Amount	Original Amount
638	08/23/2022		2.80012 · Apparatus Capital Expense	-2,090.29	2,090.29
TOTAL				-2,090.29	2,090.29
26459	**08/23/2022**	**SCHAAF**	**1.10100 · BOK Financial Operating**		**-1,275.00**
8/21/22	08/23/2022		1.51103 · I.T. Services	-1,275.00	1,275.00
TOTAL				-1,275.00	1,275.00

Elizabeth Fire Protection District
Cash Flow Forecast
September 30, 2022

	Colotrust General	Community Bank	BOK
Beginning Balance 9/1/2022	2,192,005.51	40,907.16	98,976.49
Tax Revenue 8/2022	60,133.96		
Transfer to Capital Mil for Taxes	(2,849.00)		
	2,249,290.47	40,907.16	98,976.49
Forecasted Expenses			
Estimated Payroll			(200,000.00)
Estimated Accounts Payable			(60,000.00)
Transfer Needed	(260,000.00)		260,000.00
Forecasted Ending Balance	1,989,290.47	40,907.16	98,976.49

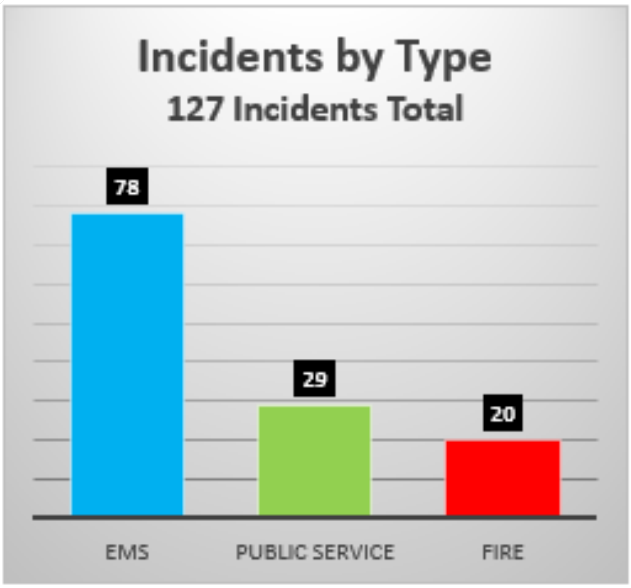
ELIZABETH FIRE PROTECTION DISTRICT

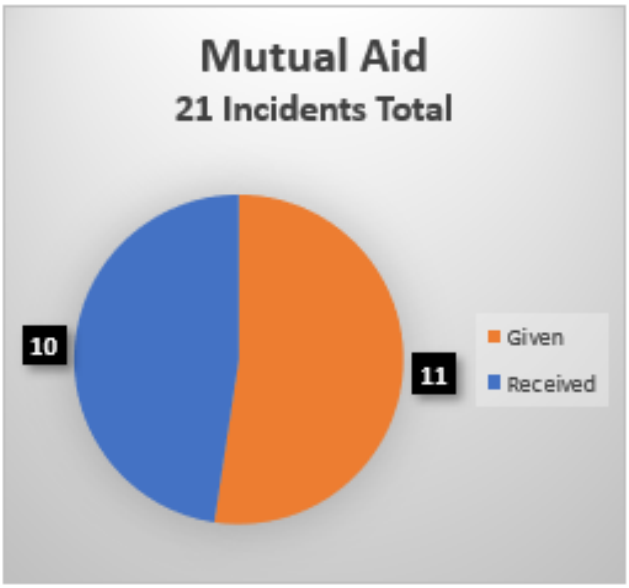
146 N. Elbert St. / PO Box 441

STAFF REPORT
September 20th, 2022

Congratulations Chief Gerczynski for Receiving the Coveted Robert W. Gains Fire Prevention Leadership Award from the International Code Council. This is one of ICC's highest level awards.

Elizabeth Fire Protection District – August 2022

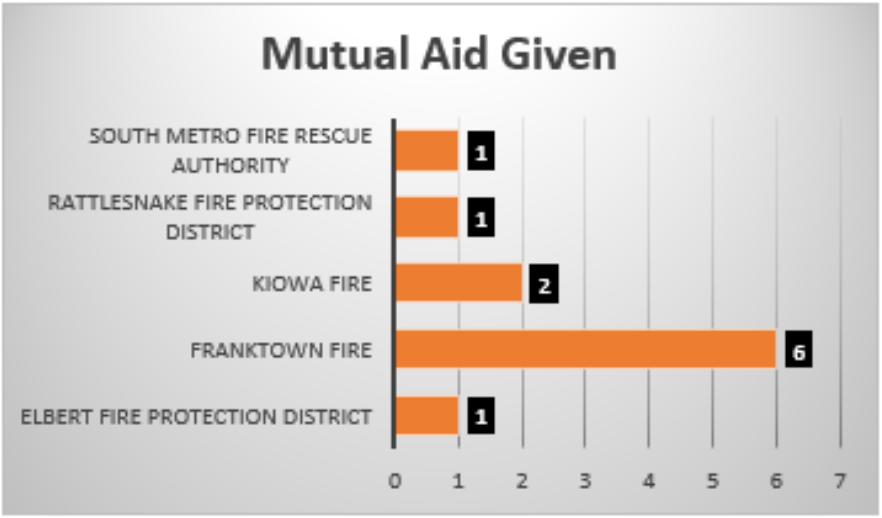




Staffing

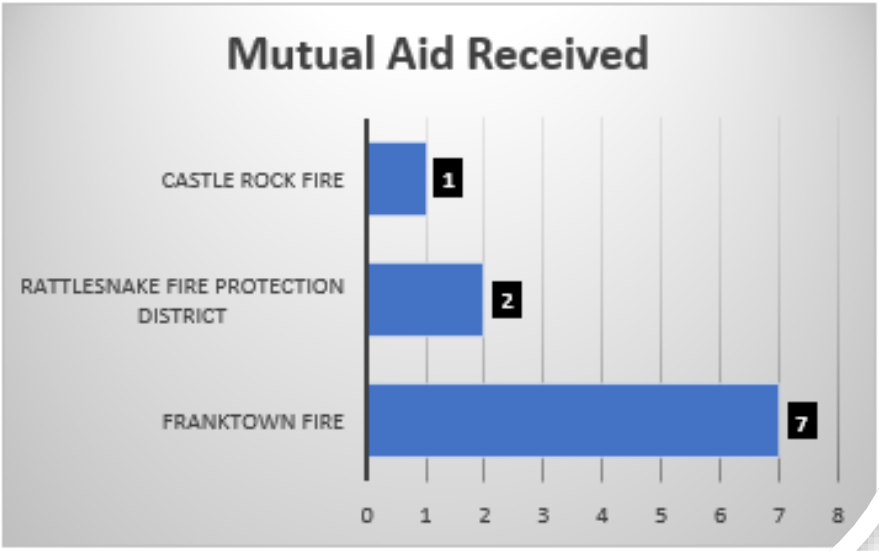
Command	11
Admin	3
Career-Full Time	13
Career-Part Time	10
Water Ops	2
Reserve	17

Reserve Hours 515



Average Response Time

7.38 minutes

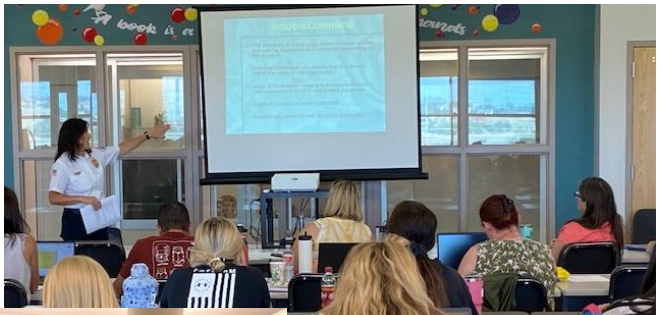


Total Incidents 2022

961

Staffing Analysis:

We are so lucky to have Erin Loeks and John Humphries with us to educate our community and most recently, our teachers. John and Erin taught our teachers a valuable “Stop the Bleed” course while Chief Gerczynski presented an Incident Command System training to all school staff.



Calls For Service Analysis;

We are on call #1006 as of the report date which is an average of 3.91 calls per day. We are on pace to finish at 1423 calls.

EMS Calls (Excluding “no patient”):

- August 2021 – 66
- August 2022 – 75

Total Calls:

- Jan – Aug 21’ = 803
- Jan – Aug 22’ = 961 (+20%)

Correspondence:

Our crews were once again blessed by our community on 9-11 with many snacks and drinks. We are so lucky to have these community members and their appreciation of our crews are genuine.

Fire Chiefs Report:

National Special District Coalition Appointment

Facilities –

- Station 271
  - We have had minor appliance issues but nothing major.
  - The roof is leaking again over the living area. The contractor felt pretty comfortable they could fix the leaking area without total replacement. This is good news for now as we can push off the total replacement and build up our capital reserves.

- Station 272
  - I have to say that I am very pleased with the care that our part time staff is putting into the station. It always looks clean inside and out. Im grateful for their ownership in the station.
  - We will be installing a new pressure tank due to the sediment from our well. Crews installed a new water filter in the main line to stop the damage from the sediment.

- Station 273
  - Station 3 had giant spiders moving in for the winter. Luckily the exterminator was able to get in there and spray.

- Administration
  - Our new phone systems are in place and seem to be working well. We have some training to do but they should be more efficient.
  - We are finalizing bids to upgrade the front entrance so that it includes access control and more secure locks.

Apparatus –

- Brush 272 is still out of service waiting for parts for the body shop. I should have had Director Christensen find a door through his connections. Angel Brooks from our insurance agency is now pushing them to speed things up.

Grants –
Not many changes on the existing grant processes.

- Assistance to Firefighters Grant: Joint Grant by ELCO fire agencies for new SCBA's total $1,000,000 (our funding will be $380,000) Still waiting on results.

- Assistance to Firefighters Grant: EFPD single Grant for Station Alerting total funding $165,000. Still waiting on results.

- SAFER: Grant for 6 full time positions. This grant will fund all positions 100% for 3 years. Total funding would be 1.6 million. Still Waiting on Results.

- Colorado EMTS Grant: Funding for our part time paramedic program. WE were APPROVED for this grant at $75,000. This is huge for us as it will allow us the funding to staff 272 at 95-100% (assuming we can hire the staff to fill the need). As always, we are grateful to Chief Mackall for navigating difficult grants and finding ways to get more done with less.

- DFPC Safety and Prevention Grant: Funding for a SCBA fit tester. This $14,000 grant was recently awarded.

We were able to secure some additional funding beyond our existing grants:

- We received $34,000 from DFPC's new legislative funding to provide safety PPE to firefighters. From this funding, we will be receiving 15 sets of Structural gear and15 wildland shelters. Both are much needed.

- We also had a gift fall into our laps last week. Through some legislative connections, we had the opportunity to (quickly) build a proposal for rural wildland needs and receive funding from Google. Our original understanding was that we could receive $75000. After a couple of meetings, Google decided they loved our proposal and decided to fund it with $250,000. Because this project will benefit almost every agency in Douglas and Elbert Counties, we decided to ask our foundation if they would support receiving the funds and distributing to other agencies. The foundation has agreed so we should be seeing those funds within a couple of weeks. We will fund two major projects with this funding.

    - $200,000 for new and replacement MDT's for 10 rural agencies including all ELCO FD's

    - $50,000 for training to certify and qualify rural firefighters in wildland response. Some of these funds will also provide wildland PPE if an agency cant afford it.

Admin Training –
We were able to take advantage of some great training this week from SDA. There were a number of classes that involved HR, Financial and Leadership/Management. The conference is an efficient way for our staff to get training with minimal impact to daily operations.

COVID Response –
From a national perspective, cases are plateauing, and hospitalizations are trending down. In Colorado, cases and percent positivity continue to trend downward. The statewide 7-day moving average number of cases is approximately 670, down from a peak of around 2,400 on June 9th. Hospitalizations across the state are slowly declining. The BA.5 subvariant remains the dominant cause of infections, accounting for 88% of cases nationally and 92% in in HHS Region 8.

Elbert County continues to have low volumes and rates of known COVID-19 infections. Since the last update on September 8, there are just **8 cases** of COVID-19 infection to report from the following zip codes:

- 80107: 4 cases
- 80117 and 80138: 2 cases each.

All of these cases represent current infections. Test dates for these cases range from September 7 to 13, 2022. Ages for the cases range from 23 to 69 years. A total of 183 tests have been reported over the past two weeks. There are no new hospitalizations to report. There are no new fatalities to report.

As of today, our two-week cumulative rate stands at 64.92 cases per 100,000 population, or **17** known and confirmed new cases. Our one-week cumulative incidence is currently 26.73 cases per 100,000, with just 7 known and confirmed new cases**.** Our two-week average positivity currently stands at 4.64**%**, while our one-week average positivity is 3.27**%**. The statewide one-week average positivity is 5.14%. As with previous updates, the figures reported above do not include at-home test results that have not been reported to the state.

Legislation -
At the SDA Conference, we had the opportunity to learn more about the 2023 tax legislation and how it affects (or doesn't affect) EFPD. The basic answer is that we had the foresight to get voter approval to adjust our mil as needed to offset losses from tax calculations. All of the games being played at the state level will likely not affect us too much. Kudos to all of us that made the effort for that voter initiative.

Division Chief of Administration and Prevention/Fire Marshal (Gerczynski):

Prevention/Administration

- Business Inspections are around 62% completed for the year. These inspections are due by December 31, 2022.

- A lot of time this month was installing new IP phones throughout our buildings. After some hiccups over the last month, our new phone system is installed and working properly. This new phone system has updated technology and also a savings of over $350 a month than our previous vendor.

- The Sheriff in conjunction with the Elbert County Fire Chiefs changed the Burn Restrictions to Stage I due to the amount of moisture we have been receiving. We have been issuing burn permits on daily weather outlooks.

- Elizabeth Fire was invited to the first mock bus accident put on by the Transportation department for the school district. First responders and bus drivers were able to meet each other and go over protocols a head of an incident happening. It was a great training for both the bus drivers and our fire fighters and thank the transportation department for inviting us.

- I was contacted by Amber Stowell with the Colorado Air Pollution Control Division about Elbert County getting a delegation of authority to authorize burn permits for the State. I had contacted her back in 2021 to make sure our requirement for outside burning aligns with the State. When we talked, she informed us that all outdoor burning (other than recreation fires and agricultural burns needs a permit through the State and through the fire district (if required locally). She has sent us information to help educate our community and local governments. We will make a plan to implement this in our jurisdiction.

Risk Reduction: (Erin Loeks)

- John Humphrey and I thought our annual Stop the Bleed class to new Elizabeth School District employees. There were over 30 new employees! It was great to get some hands-on training with them and empower them in case of an emergency situation.

- Station 271 had two station tours this month. A total of 10 children came through. 10 future Elizabeth Firefighters.

- We also had an engine demo for Baby Bear Hugs at Evans Park. Baby Bear Hugs is a nonprofit serving families with young children in our community.

- Crews participated in our end-of-summer kickball game with the Alliance Program. It was hot but so much fun! We enjoyed kickball and a picnic dinner at Casey Jones Park with the program participants and their families.

- We had one car seat installation this month. I was able to teach a mother to be how their car seat works and how to properly install it. She left feeling much more confident that her baby will be safe while riding in the car.

- Station 273 had a station tour. A play group spent some time looking at the fire engines and learning about the tools that the firefighters use.

- John taught a BLS CPR class to a local business. It is nice to be able to provide this training to the people of our community.

Pre-Application Meetings:

Elite rattlesnake

Pre- Application Meetings

Occupant Name	Occupant Task Notes	Occupant Task Start Date Time
Pre-Application Meeting	Special use review for a Bed and Breakfast at their home.	08/11/2022 10:00:00
Pre-Application Meeting	Event Meeting for the Wine in the Pines Event	08/23/2022 09:00:00
Pre-Application Meeting	Event Meeting with The Patch Event	08/25/2022 08:30:00
Pre-Application Meeting	Annex 75 acre property west of Elizabeth for a 235 home residential subdivision.	08/15/2022 14:00:00

Director of Finance and HR:

- In the month of August, we posted our job posting for creating a hiring list for LT and BC. We received 6 letters of intent for LT and 3 for BC. They currently are completing an essay assignment with four questions. These are due September 16th. After the essay they will complete some testing scenarios and then an interview. We will have the results in the middle of October.

- We did interview a potential part time paramedic. We plan to have him online in October. We also brought on 2 reservist that will start this month.

- I reviewed the 2023 budget with the chiefs, and we are still fine tuning, but should be completed in a few more weeks.

EMS collection for August was $38,787.14.

Development and Impact Fees:

Zone 1	$107,123.17
Zone 2	$15,545.15
Zone 3	$18,416.05
Gift Agreement	$162,000.00
Infrastructure Fund	$66,029.00

Training Battalion (Carnesi)

- Our 2022 Firefighter I Academy is complete. We started with 8 recruits from Elizabeth Fire, we were able to retain 4 of them. We lost one to injury (not academy related), and 3 to full-time job offers at other agencies. Of the 4 that we retained, 1 has completed all of the required State testing and is certified. The remaining 3 have a written test scheduled for this month. We are looking at the November Board Meeting for swearing in/graduation for our recruits.

- Our new ballistic equipment has been ordered and should arrive this month. We will have upgraded plates and I've added additional vests for our 272 crews.

- I'm still trying to nail down a date to have Black Hills provide training to our crews. Every time we have a plan in place, Covid has hit either us or them. I'll try to get it scheduled before flu season.

- I'm working with Stacey Collis to provide some safety and situational awareness training to our crews. This type of training is long overdue, and Stacey is a great resource for us to have.

- Look for Policy Directives for Training to be on the file center beginning this month.

- Paramedic Bertram has offered to build more bunker gear lockers in the bays at Station 272. I'll get materials to him in the next couple of weeks.

EMS Battalion (Mackall)

- We are making good progress on getting M270 ready for reserve service. Hopefully the stretcher securing hardware shows up soon… As soon as that is installed, we can schedule a license inspection.

- Interviewed one paramedic for a potential part-time position who will be moving on to background and physical checks.

- We are sending four members to the State EMS conference in November. All have been registered and lodging secured.
- We will have a paramedic student performing a portion of her field internship with us during the month of September. She will be paired with Paramedic Sheikh as her preceptor.

- We have received the purchase order from the State authorizing us to spend funds against our EMTS (part-time salary) grant. This funding will allow increased staffing levels at Station 272 and occasional upstaffing of 271/273.

- Nate purchased four ice rescue suits to replace two of our old “wet suits” and have two for E272 now that it is being staffed more frequently. He was able to find them for about $300 cheaper than normal.

Operations Battalion (Brown)

- The old Castle Rock medic is looking good. Mechanically it has had a couple of minor repairs performed on it and lastly needs an alignment. Chief Mackall is finishing up a few medical equipment items and it should be ready to go in service soon.

- Plow 273 received some mechanical repairs, was outfitted with equipment from Brush 272 and was placed in service as Brush 272 while that apparatus is out for repairs. This apparatus has been a good purchase for us as a reserve brush truck as well as a plow since we really didn't have that capability before.

- We have had numerous maintenance request and repairs on apparatus lately. We are still getting a few minor repairs scheduled for repair but we're keeping up with the demand. I will be scheduling apparatus to go in for pump tests with Aaron later this month and into October.

- It's that time of year to start prepping our Snow Cat and the team. I will be contacting all the shifts this month to make sure we are caught up on response procedures and make sure everyone has necessary gear. Tracked Outdoors also contacted me last week about the possibility of them having installed road wheels on our cat during the running gear rebuild, that they have not been happy with. They are sending a crew to inspect the wheels and replace them if they are the wheels that have had issues. This is the second time Tracked Outdoors has done this for us. I'm not sure I have ever had another vendor take as much pride in the product they produce as Tracked Outdoors. I have been very impressed with their service.

- We are sending our first group of members to South Metro this month to join in on technical rescue operations training. This months discipline will be rope rescue. The members that have volunteered for this program and I are very excited to see these capabilities come to Elizabeth Fire and to our citizens.

- Wildland structure protection lines were added to Engine 271 with extra hose and appliances we had on hand. We are waiting on grant notifications for equipment to outfit the remaining engines before committing a large portion of our yearly hose budget on the rest of the needed equipment. These structure protection lines will really help our Type 1 engines be better prepared for and coordinate well with our new WUI response plans.

- Iron sets and mounts for all medic units are in the process of being delivered.

- We are still fighting some issues with adjoining agencies being dispatched into our district as first due units when our apparatus are in service. The crews have done a very good job of recognizing this and correcting the problem before any issues. Dispatch assures of this issue will be fixed with a new mapping update this week. We will continue to monitor.

Project List

Project Name	Project Description	Occupant Full Address	Permit Name	Permit Type	Project Status
Project Number: 22-033					
Rampart Landscape	Plat amendment to vacate previously dedicated easements and combine two 2.5- acre commercial PUD lots & site development plan for a landscaping business on undeveloped land	49993 Piasa, Elizabeth	Rampart Landscaping Plat Amendment and Site Development Plan	General Plan Review (No Permit Issued)	Open
Project Number: 22-032					
Elizabeth United Methodist Church Craft Fair	Craft fair involving craft vendors and food	225 West KIOWA Avenue 80107	Elizabeth United Methodist Church Craft Fair	Carnivals and Fair Operational Permit	Open
Project Number: 22-031					
The Patch	Fall festival	39980 Fox Trot Circle, Elizabeth	The Patch Carnivals and Fair Operational Permit	Carnivals and Fair Operational Permit	Open
Project Number: 22-030					
Touched by a Horse Special Use Review	Special use review for a horse-riding academy		Touched by a Horse Special Use Review	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-029					
RT Infinity Ranch Welding Permit	Welding permit for RT Infinity Ranch	31953 Jenny Circle CO, Elizabeth 80107	RT Infinity Ranch Welding Permit	Hot Work Operation Permit	Open
Project Number: 22-028					
Brakes Plus (Wild Pointe) Site Development Plan	Site development plan application and construction of a Brakes Plus Automotive Service Building	1962 Legacy, Circle 80107	Brakes Plus Site Development Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-027					
Independence Coffee Shop	Coffee shop	39101 Hancock Way, Elizabeth 80107	Independence Coffee Shop Remodel	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-026					
341 South Main Street Tenant Finish & Improvements	Tenant finish and improvements	341 South MAIN Street 80107	341 South Main Street Tenant Finish	General Plan Review (No Permit Issued)	Open
Project Number: 22-025					
Elizabeth High School Door Holder Addition	Fire alarm installation	34500 CR 13 80107	Elizabeth High School Door Holder Addition	Fire Alarm and Detection Systems and Related Equipment Construction Permit	Plan Review/Permit Approved
Project Number: 22-024					
Systems Properties	Rezone to PUD, Minor Plat, and Site Plan	80107	Systems Properties Rezone	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Systems Properties	Rezone to PUD, Minor Plat, and Site Plan	80107	Systems Properties Minor Plat	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Systems Properties	Rezone to PUD, Minor Plat, and Site Plan	80107	Systems Properties Site Development Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-022					
Elizabeth Street Plaza	621, 625, 631, and 635 Beverly St., Lots 2A-2D Elizabeth St. Plaza, 1st Amendment		Elizabeth Street Plaza Site Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-021					
Hope Reigns Arabians SUR	Special use for an existing horse boarding facility		Hope Reigns Arabians SUR	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-019					
Snyder Rezone & Minor Plat	Rezone from AZ to AR and a minor plat splitting a 29.5 acre lot into a 14.5 acre lot and 15 acre lot	80107	Snyder Rezone and Minor Plat	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-015					

Project Name	Project Description	Occupant Full Address	Permit Name	Permit Type	Project Status
Elizabeth High School 2nd Modular	2nd modular building for high school	34500 CR 13 80107	Elizabeth High School 2nd Modular	General Plan Review (No Permit Issued)	Inspections Not Approved
Elizabeth High School 2nd Modular	2nd modular building for high school	34500 CR 13 80107	Elizabeth High School 2nd Modular Fire Alarm Review	Fire Alarm and Detection Systems and Related Equipment Construction Permit	Inspections Not Approved
Project Number: 22-014					
TD Residence Rezone and Minor Plat	Split 10-acres from 62-acres, rezone to AR	80107	TD Residence Rezone and Minor Plat	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-013					
Elizabeth Substation Rebuild Project	Expand existing CORE owned property by purchasing 1.70 acres from adjoining property	37475 CR 13, Elizabeth, CO 80107	CORE Elizabeth Substation Rebuild	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Elizabeth Substation Rebuild Project	Expand existing CORE owned property by purchasing 1.70 acres from adjoining property	37475 CR 13, Elizabeth, CO 80107	CORE Substation Building Plan Review	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Elizabeth Substation Rebuild Project	Expand existing CORE owned property by purchasing 1.70 acres from adjoining property	37475 CR 13, Elizabeth, CO 80107	CORE Electric Substation Smoke Detection System	Fire Alarm and Detection Systems and Related Equipment Construction Permit	Plan Review/Permit Approved
Project Number: 22-012					
Reformation Church of the Rockies Addition	Addition of a new fellowship hall on to an existing church building	489 Rocky Cliff Circle 80107	Reformation Church of the Rockies Addition	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-011					
Huck Subdivision Rezone and Minor Plat	Rezone A to AR and splitting of 10-acres from a 30-acre parcel	80107	Huck Subdivision Rezone & Minor Plat	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-009					
Ritoro Operations Building	Ritoro operations building	1103 Snowberry Avenue, Town of Elizabeth, CO 80107	Ritoro Operations Building Fire Alarm System	Fire Alarm and Detection Systems and Related Equipment Construction Permit	Plan Review/Permit Approved
Project Number: 22-008					
Schluter (Minor Subdivision)	Rezone from Agriculture to Agriculture-Residential and split of 39-acres into two 10-acre lots and one 19+ acre lot	80107	Schluter Rezone and Minor Plat	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-007					
Speicher Rezone and Minor Development	Rezone from Agriculture to Agriculture-Residential and split of 39-acres into two 10-acre lots and one 19-acre lot	80107	Speicher Rezone and Minor Development	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-006					
Independence Community Center New Building	New building	39099 Hancock Parkway, Elizabeth, CO 80107	Independence Community Center New Building	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Independence Community Center New Building	New building	39099 Hancock Parkway, Elizabeth, CO 80107	Independence Community Center New Building #2	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Independence Community Center New Building	New building	39099 Hancock Parkway, Elizabeth, CO 80107	Independence Homestead Revised Site Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-005					
Liscott Homes Rezone and Site Development Plan	New office/show home and shop	40900 Wind Spirit Lane, Town of Parker, CO 80138	Liscott Homes Rezone and Site Development Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-004					
McDonald's	New building	1950 Legacy	McDonald's New	General Plan Review	Plan

Project Name	Project Description	Occupant Full Address	Permit Name	Permit Type	Project Status
		Circle, Elizabeth, CO 80107	Building	(No Permit Issued)	Review/Permit Approved
McDonald's	New building	1950 Legacy Circle, Elizabeth, CO 80107	McDonald's Site Development Plan and Plat Amendment	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
McDonald's	New building	1950 Legacy Circle, Elizabeth, CO 80107	McDonald's Lot Line Adjustment	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
McDonald's	New building	1950 Legacy Circle, Elizabeth, CO 80107	McDonald's Kitchen Hood System Installation	Commerical Kitchen Hood Automatic Fire-Extinguishing System	Plan Review/Permit Approved
McDonald's	New building	1950 Legacy Circle, Elizabeth, CO 80107	McDonald's Underground Sprinkler Main	Underground Sprinkler System Construction Permit	Plan Review/Permit Approved
McDonald's	New building	1950 Legacy Circle, Elizabeth, CO 80107	McDonald's Fire Alarm	Fire Alarm and Detection Systems and Related Equipment Construction Permit	Plan Review/Permit Approved
Project Number: 22-003					
Cleary Building	New building for office/warehouse	755 Crossroads Circle, Town of Elizabeth, CO 80107	Cleary Site Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Cleary Building	New building for office/warehouse	755 Crossroads Circle, Town of Elizabeth, CO 80107	Cleary New Building	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-002					
Gold Creek RV Storage New Building	New Building	34675 Gaudreault Court, Town of Elizabeth 80107	Gold Creek RV Storage New Building	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 22-001					
Dirt Dogs Excavating		7940 Cherrywood Loop, Kiowa, CO 80117	Dirt Dogs Excavating Site Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Dirt Dogs Excavating		7940 Cherrywood Loop, Kiowa, CO 80117	Dirt Dogs Holdings Warehouse/Storage Facility	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Dirt Dogs Excavating		7940 Cherrywood Loop, Kiowa, CO 80117	Building Review #2	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 21-0040					
Elizabeth Express Laundry	Tenant finish	243 SPRUCE Court 80107	Elizabeth Express Laundry Change of Use	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Elizabeth Express Laundry	Tenant finish	243 SPRUCE Court 80107	Elizabeth Express Laundry Remodel/Tenant Finish	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 21-0034					
True Value Lumber Building	New building - on hold	175 West KIOWA Avenue 80107			Open
Project Number: 21-0033					
North 40 RV & Boat Storage			North 40 RV & Boat Storage EDZ Site Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 21-0032					
Anna's Car Wash	Site development plan for a tunnel car wash with a small office and lobby space	2332 Legacy Circle, Elizabeth 80107	Anna's Car Wash	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Anna's Car Wash	Site development plan for a tunnel car wash with a small office and lobby space	2332 Legacy Circle, Elizabeth 80107	Anna's Car Wash New Building	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 21-0029					

Project Name	Project Description	Occupant Full Address	Permit Name	Permit Type	Project Status
Ziggi's Coffee	New drive thru coffee	2360 Legacy Circle, Elizabeth 80107	Ziggi's Coffee Site Development Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Ziggi's Coffee	New drive thru coffee	2360 Legacy Circle, Elizabeth 80107	Ziggi Coffee New Building	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 21-0026					
Weiss Variance	Turn existing building into residence				Plan Review/Permit Approved
Project Number: 21-0022					
Prairie Ridge Subdivision	Subdivide 40 acres into 4 lots	80107	Prairie Ridge Minor Development	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 21-0018					
36480 Antler Grove Circle	13D Residential Sprinkler System	36480 Antler Grove Circle, Elizabeth 80107	36480 Antler Grove Circle	Automatic Fire Extinguishing System Construction Permit	Inspections Approved
Project Number: 21-0013					
Main Street Station Final Plat	Minor Development		Main Street Station Plat		Plan Review/Permit Approved
Project Number: 21-0012					
Martin Rezone	Rezone one lot into 2 by Timber Ridge	80107	Martin Rezone	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 21-0007					
Abraham Subdivision Rezoning	Split 44.23 acres	80107	Abraham Subdivision Rezone	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 21-0005					
Potestio Brother's Equipment; John Deere Dealership	Expand the existing building	7993 CHERRYWOOD 80107	Potestio Brothers Site Plan Review	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 20-0053					
Kaufman 13D Sprinkler System	Install a 13D sprinkler System	900 CR 146, Elizabeth	Kaufman 13D Fire Suppression System	Automatic Fire Extinguishing System Construction Permit	Plan Review/Permit Approved
Project Number: 20-0051					
Elizabeth 44	Construct 1 28 unit 3-story apartment building and 14-3 story townhomes		Elizabeth 44 Site Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 20-0050					
Britt Residence 13D Sprinkler System	Install a 13D Residential Sprinkler System+	1800 CR 118, Elizabeth	Britt 13D Fire Sprinkler System	Automatic Fire Extinguishing System Construction Permit	Plan Review/Permit Approved
Project Number: 20-0045					
Elizabeth West	623 Homes on 425.9 Acres in the Town of Elizabeth	80107	Elizabeth West Rezone	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Elizabeth West	623 Homes on 425.9 Acres in the Town of Elizabeth	80107	Elizabeth West Rezone Resubmittal	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 20-0043					
Holly Acres	New Buildings on site	5403 HWY 86 80107	Holly Acres Variance Review	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Holly Acres	New Buildings on site	5403 HWY 86 80107	Holly Acres Site development Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Holly Acres	New Buildings on site	5403 HWY 86 80107	Holly Acres New Building Construction	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Holly Acres	New Buildings on site	5403 HWY 86	Holly Acres	General Plan Review	Plan

Project Name	Project Description	Occupant Full Address	Permit Name	Permit Type	Project Status
		80107	Mezzanine Tenant Finish	(No Permit Issued)	Review/Permit Approved
Project Number: 20-0040					
Goose Creek Business Park	Commercial business park on Singing Hills Road		Goose Creek Business Park Site Plan Review	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Goose Creek Business Park	Commercial business park on Singing Hills Road		Goose Creek Business Park EDZ Site Plan and Plat	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 20-0027					
Independence Subdivision	New Subdivision with 932 homes	80107	Homstead Site Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Independence Subdivision	New Subdivision with 932 homes	80107	Independence Water Review	Fire Hydrant System Approval	Plan Review/Permit Approved
Independence Subdivision	New Subdivision with 932 homes	80107	Plat amendment to filing 1	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Independence Subdivision	New Subdivision with 932 homes	80107	Independence Filing 2 Subdivision and Water System Review	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Independence Subdivision	New Subdivision with 932 homes	80107	Independence Filing 3	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Independence Subdivision	New Subdivision with 932 homes	80107	Industry Night Temporary Membrane Structure Permit	Tents, Canopies, and Membrane Structures Operational Permit	Plan Review/Permit Approved
Independence Subdivision	New Subdivision with 932 homes	80107	Independence PUD Amendment	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 20-0026					
Miller Ranch	193 lots on 970 acres - CR 154 and CR 21	80107	Miller Ranch Filing 3 (FP - 20-0053)		Plan Review/Permit Approved
Miller Ranch	193 lots on 970 acres - CR 154 and CR 21	80107	Miller Ranch Filing 2 Final Plat)FP-20-0052)	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Miller Ranch	193 lots on 970 acres - CR 154 and CR 21	80107	Financial Plan Miller Ranch Service Plan	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Project Number: 20-0011					
Legacy Village Subdivision	226 New single Family Homes	, CO	Final Plat Plan Review		Plan Review/Permit Approved
Legacy Village Subdivision	226 New single Family Homes	, CO	Preliminary Plat Review	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Legacy Village Subdivision	226 New single Family Homes	, CO	Final Plat Plan Review Filing 1	General Plan Review (No Permit Issued)	Plan Review/Permit Approved
Legacy Village Subdivision	226 New single Family Homes	, CO	Final Plat Plan Review Filing 2	General Plan Review (No Permit Issued)	Plan Review/Permit Approved

Report Criteria

Project Status: Does Not Contain completed

Resolution No. 22-09-05

RESOLUTION
BOARD OF DIRECTORS OF THE
ELIZABETH FIRE PROTECTION DISTRICT

A RESOLUTION TO DECLINE PARTICIPATION IN THE FAMILY AND MEDICAL LEAVE INSURANCE ACT ("FAMLI") PROGRAM

WHEREAS, the Elizabeth Fire Protection District ("***District***") is a political subdivision of the State of Colorado, organized pursuant to the Colorado Special Districts Act, C.R.S. § 32-1-101, *et seq*. ("***Act***"), to provide fire and emergency services to the citizens and property within its jurisdiction, and to individuals passing through its jurisdiction;

WHEREAS, the Colorado Family and Medical Leave Insurance Act, C.R.S. § 8-13.5-501, *et seq.* and 7 CCR part 1107 (collectively, "***FAMLI***"), is a state-administered insurance program that provides paid family and medical leave to covered employees;

WHEREAS, the District is a "Local Government" employer as defined under FAMLI pursuant to C.R.S. §§ 8-13.3-503 and 29-1-304.5(3)(b);

WHEREAS, pursuant to 7 CCR 1107-2, the District, as a Local Government employer, may decline participation in the FAMLI program through an affirmative majority vote by the District's Board of Directors ("***Board***");

WHEREAS, the Board duly posted notice of a public meeting to be held on Tuesday, September 20, 2022, to consider the District's participation in the FAMLI program, and also published such notice in the Elbert County Newspaper on Thursday, September 15, 2022, and invited public comment on the District's participation in FAMLI program; and,

WHEREAS, prior to the public meeting, the District's employees were provided written notice of the public meeting, and were invited to submit written comments to the Board prior to, and to speak during the public comments portion of, the public meeting regarding consideration of the District's participation in the FAMLI program.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE ELIZABETH FIRE PROTECTION DISTRICT THAT:

1. The District, through an affirmative majority vote, declines participation in the FAMLI program and will not contribute to the employer share of premiums or the employee share of premiums of any employee who does not voluntarily elect coverage under the FAMLI program.

2. The District further declines to withhold and remit the employee share of premiums for any District employees who voluntarily elect coverage under the FAMLI program. Employees who voluntarily elect coverage under the FAMLI program must submit their premiums directly to the Colorado Division of Family and Medical Leave Insurance.

3. District staff is directed to provide District employees with individual written notice of the Board's decision to decline participation in the FAMLI program within 30 days from the date of the public meeting. Such written notice must include:

a. Explanation of the differences between benefits offered by the FAMLI program and any private plan offered by the District.
b. Statement of which employees, if any, are eligible for job protection under the federal Family and Medical Leave Act (FMLA) benefits or other local provisions, where applicable.
c. Information regarding the right of District employees to voluntarily opt into the FAMLI program and the contact information for the Colorado Division of Family and Medical Leave Insurance.

ADOPTED this 20th day of September, 2022.

BOARD OF DIRECTORS OF THE
ELIZABETH FIRE PROTECTION DISTRICT

Rick Young, Chairman

Scott Christensen, Vice-Chairman

Don Means, Treasurer

Wayne Austgen, Secretary

Stacey Collis, Director

PROPOSAL FOR RESTRUCTURING THE
PUBLIC SECTOR HEALTH CARE GROUP AS AN AUTHORITY

The Public Sector Health Care Group (PSHCG) was established in 2012 through an intergovernmental agreement among three agencies—Elizabeth Fire Protection District, the Town of Elizabeth, and the Town of Kiowa. Since then, the PSHCG has experienced a level of success and expansion that was entirely unanticipated at the time it was established. Today, the PSHCG provides access to health insurance coverage for over 50 agencies, including municipalities, county departments, housing authorities, fire protection districts, hospital districts, metropolitan districts, water districts, library districts, school districts, and nonprofit agencies. The PSHCG is proud of its service to these agencies and looks forward to continued growth in the future.

However, given the PSHCG's current size and complexity, a more robust organizational structure is needed for the PSHCG to continue providing high quality, efficient services to its current and future member agencies. After careful consideration, the Executive Committee is recommending that the PSHCG be restructured as a governmental "authority" pursuant to the provisions of Title 29, Article 1 of the Colorado Revised Statutes.

The PSHCG and its member agencies would realize a number of benefits from restructuring the PSHCG as a governmental authority:

- A more effective form of self-governance;
- Greater administrative infrastructure to support its activities, including more effective means of contracting, holding property and funds, and, potentially, hiring an administrator or other employee if that level of ongoing assistance should become necessary to fulfilling the PSHCG's mission and purpose;
- Clarify the PSHCG's status as a political subdivision of the State of Colorado, ensuring its continued ability to pursue heath care coverage for its member agencies at governmental rates; and
- Preserve many of the benefits conferred upon Colorado governmental agencies, such as governmental immunity rights and protections.

In order to restructure the PSHCG as a governmental authority, a new intergovernmental agreement—called the "Establishing IGA"—would be prepared. The Establishing IGA would set forth the PSHCG's purpose, its new structure and governance model, and procedures for contracting with agencies for the provision of health care coverage. In order make the process of developing the Establishing IGA as efficient and cost-effective as possible, five agencies would be selected to work with legal counsel to develop and execute the Establishing IGA ("Establishing Members"). At this time, it is anticipated that the initial five agencies would be those whose representatives currently sit on the PSHCG Executive Committee. In future years, the agencies serving as Establishing Members would be based upon statewide regional divisions, to ensure representation of all of the PSHCG agencies' diverse geographic locations and perspectives. Each agency serving as an Establishing Member would then appoint a representative to a new authority Executive Committee, which would be responsible for the day-to-day governance and administration of the PSHCG in the same manner as is currently provided by the PSHCG Executive Committee.

The Establishing IGA also would have a procedure for the rest of the PSHCG's current, and future, agencies to join the authority as "Contracting Members", meaning they would contract with the authority to receive health care coverage in exchange for payment of premiums. Each Contracting Member would have the option at each renewal period to renew its contract with the authority or to allow its contract to lapse and select another provider. Similarly, an Establishing Member would have the option of terminating its participation in the Establishing IGA and selecting another provider. Every Contracting Member and Establishing Member also would appoint one member to an authority Operating Committee, which would function similarly to the PSHCG's current Operating Committee by meeting annually to address health care coverage renewal options and participate in other high-level policymaking decisions.

A proposal to restructure the PSHCG as a governmental authority was presented to the PSHCG membership at its annual meeting in September 2021, at which time, the PSHCG membership requested that the Executive Committee research this option and report its findings and recommendations. After conducting the requested research, at the annual meeting of the PSHCG membership to be held in August 2022, the Executive Committee expects to recommend moving forward with the authority restructuring, and the development of the Establishing IGA.

INTERGOVERNMENTAL AGREEMENT ESTABLISHING THE PUBLIC SECTOR HEALTH CARE GROUP AUTHORITY

This INTERGOVERNMENTAL AGREEMENT ESTABLISHING THE PUBLIC SECTOR HEALTH CARE GROUP AUTHORITY ("***Agreement***") is made and entered into as of the Effective Date by and among the following local governments of the State of Colorado ("***State***"), which are referred to individually as an "***Establishing Member***" and collectively as the "***Establishing Members***":

1. ELIZABETH FIRE PROTECTION DISTRICT, a political subdivision of the State;

2. MONTROSE FIRE PROTECTION DISTRICT, a political subdivision of the State;

3. SOUTHEAST WELD FIRE PROTECTION DISTRICT, a political subdivision of the State;

4. FRONT RANGE FIRE RESCUE FIRE PROTECTION DISTRICT, a political subdivision of the State;

5. PUEBLO COUNTY, COLORADO, a political subdivision of the State, on behalf of its PUEBLO DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT.

RECITALS

WHEREAS, Article XIV, Section 18(2)(a) of the State Constitution and Part 2, Article 1, Title 29, C.R.S., encourage and authorize intergovernmental agreements;

WHEREAS, C.R.S. §§ 29-1-203 and 29-1-203.5 ("***Authority Statutes***") authorize governments to cooperate and contract with one another to provide any function, service, or facility lawfully authorized to each, and to establish a separate political subdivision of the State to do so;

WHEREAS, the Public Sector Health Care Group ("***PSHCG***") was established on January 1, 2012 pursuant to that certain Public Sector Health Care Group Intergovernmental Agreement entered into among Elizabeth Fire Protection District, the Town of Elizabeth, and the Town of Kiowa ("***2012 IGA***"), for the purpose of providing lower cost and higher quality group health insurance benefits and such other benefits as may be desired and appropriate to their respective eligible employees, and the eligible employees of such other governmental and nonprofit agencies that joined the PSCHG in accordance with its rules, policies, and procedures;

WHEREAS, over the past decade, the PSHCG has experienced continuous growth and expansion of its membership, and today provides access to group health insurance benefits and other benefits for over 50 agencies, including municipalities, county departments, housing authorities, fire protection districts, hospital districts, metropolitan districts, water districts, library districts, school districts, and nonprofit agencies; and

WHEREAS, given the PSHCG's size and complexity, and after extensively considering the matter, the Establishing Members have determined that a more robust organizational structure is needed for the PSHCG to continue providing high quality, efficient group health insurance benefits and other benefits as described herein to its current and future membership. Accordingly, after careful consideration, the Establishing Members have determined that it is in the best interests of the PSHCG and its membership to restructure the PSHCG as a separate political subdivision of the State pursuant to the Authority Statutes and the terms and conditions of this Agreement.

NOW THEREFORE, in consideration of the mutual covenants contained herein, the Establishing Members agree as follows:

AGREEMENT

ARTICLE I
SCHEDULE OF DEFINED TERMS

Every reference in this Agreement to a statute, code, regulation, or other law shall include all amendments thereto, and any successor statute, code, regulation, or other law. In addition to those terms defined in the Recitals above, the following terms used in this Agreement are defined as provided in the corresponding Articles below:

1. "**Authority**" is defined as provided in Article II(1).
2. "**Authority Region(s)**" is/are defined as provided in Article IV(1)(a).
3. "**Budget Law**" is defined as provided in Article IX(a).
4. "**Contracting Member(s)**" is/are defined as provided in Article IV(2).
5. "**Code**" is defined as provided in Article II(4).
6. "**Effective Date**" is defined as provided in Article XI(a).
7. "**ERISA**" is defined as provided in Article II(4).
8. "**Executive Board**" is defined as provided in Article VII(1).
9. "**Indemnitees**" is defined as provided in Article VIII(c).
10. "**Initial Budget**" is defined as provided in Article IX(a).
11. "**Insurance Benefits**" is defined as provided in Article II(2).
12. "**Member Agency(ies)**" is/are defined as provided in Article V(1).
13. "**Regional Members**" is defined as provided in Article IV(1)(b).
14. "**Trust**" is defined as provided in Article II(4).

Further, the following terms used in this Agreement are defined as follows:

15. "**Claim Year**" is defined as any twelve consecutive month period established by the Operating Committee. The claim year for the Health Plan shall commence on January 1st and end on December 31st, unless otherwise determined by the Operating Committee. The Claim Year for other benefit plans may, but is not required to be, based on a different 12 consecutive month period, as determined by the Operating Committee.

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16. "**Health Plan**" is defined collectively as the Medical, Vision, and Dental Plan(s) adopted by the Operating Committee from time to time for the benefit of the Members Agencies and their employees.

17. "**Plan Administrator**" is defined as one or more Authority employees hired or designated, or a third-party person or entity retained, by the Authority to administer the Health Plan and other benefits approved by the Operating Committee.

ARTICLE II
ORGANIZATION, PURPOSE, AND PRINCIPAL PLACE OF BUSINESS

1. **Organization.** There is hereby established the "Public Sector Health Care Group Authority" ("***Authority***"), which shall constitute a separate political subdivision of the State pursuant to the Authority Statutes, and a "public entity" within the meaning of the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, *et seq.* The Authority is established in conformity with C.R.S. § 29-1-203.5 and the provisions of that statute shall apply to the Authority. The Authority may do business as the "Public Sector Health Care Group" or "PSHCG".

2. **Purpose.** The purpose of the Authority is to provide health care coverage benefits and other benefits, risk management, claims handling, and other functions and services as provided herein (collectively, "***Insurance Benefits***") for its Member Agencies.

3. **Principal Place of Business.** The Executive Board will from time to time establish the Authority's principal place of business, which initially will be 155 W. Kiowa Avenue, Elizabeth, CO 80107.

4. **Establishment of the Trust.** There is hereby established the Public Sector Health Care Trust to receive, hold, and invest the contributions to the Authority and to serve as a source for the payment of claims ("***Trust***"), the governing document of which is attached as **Exhibit A**. All income and assets of the Authority shall be held in the Trust. The Authority intends that the Trust shall constitute a health plan within the meaning of Section 105 of the Internal Revenue Code of 1986, as amended ("***Code***"), that the income of the Trust shall be excluded from gross income under Code Section 115, as income derived from the exercise of an essential governmental function and accruing to the benefit of political subdivisions of a state, and that the Trust plan and Trust shall also constitute a "governmental plan" within the meaning of Section 3(32) of the Employee Retirement Income Security Act of 1974 ("***ERISA***"), which is exempt from the requirements of Title I of ERISA.

ARTICLE III
POWERS AND AUTHORITY

All legislative power of the Authority is vested in the Executive Board (as established pursuant to Article VII(1) below). The Authority, through the Executive Board, shall have the following powers and authority:

1. Select and provide the Insurance Benefits as set forth herein.

2. Acquire, lease, operate, maintain, repair, replace, and sell real and personal property, systems, equipment, and other materials necessary or appropriate for the administration of the Authority and provision of the Insurance Benefits.

3. Hire agents, employees, independent contractors, consultants, and professionals as necessary or appropriate to administer and achieve the purposes of the Authority, which may include, but are not limited to, attorneys, accountants, investigators, experts, the Plan Administrator, and others.

4. Collect and disburse all funds related to administering the Authority and providing the Insurance Benefits, and establish such banking accounts and relationships necessary or appropriate for these purposes.

5. Enter into, make, and perform contracts of every kind as authorized by law with other local governmental entities, the State, or any political subdivision thereof, the United States, or any political subdivision thereof, and any individual, firm, association, partnership, corporation, or any other organization of any kind, which may include, but are not limited to, contracts for risk management, claims adjustment, and brokerage services through the Plan Administrator.

6. Receive contributions, gifts, donations, bequests, or grants of any type or nature, including but not limited to cash, real or personal property, equipment, or services.

7. Adopt bylaws, policies, and procedures with respect to the exercise of its powers and authority, and the provision of the Insurance Benefits.

8. Obtain and maintain general liability and management liability insurance coverage, and such other insurance as it deems appropriate or as may be required by law.

9. Exercise any other powers and authority that are necessary or appropriate to administer the Authority or provide the Insurance Benefits, including all implied or inherent powers and authority granted the Authority by this Agreement or by law.

ARTICLE IV
ESTABLISHING MEMBERS AND CONTRACTING MEMBERS

1. **Establishing Members.**

a. Regional Representation. Pursuant to the provisions of this Article IV, one Establishing Member shall be elected or appointed from within each of the following Authority regions (individually an "***Authority Region***" and collectively the "***Authority Regions***"), and such Establishing Member shall represent its Authority Region, as depicted on the map attached as **Exhibit B**.

i. Northeast Colorado
ii. Northwest Colorado

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iii. Southeast Colorado
iv. Southwest Colorado
v. At-Large

The following Members shall constitute the initial Establishing Members of the Authority Regions as indicated: Northeast Colorado - Southeast Weld Fire Protection District; Northwest Colorado - Front Range Fire Rescue Fire Protection District; Southeast Colorado - Pueblo Department of Public Health and Environment; Southwest Colorado - Montrose Fire Protection District; and At-Large - Elizabeth Fire Protection District.

b. Election and Replacement of Establishing Members. Each Establishing Member shall be elected upon the affirmative majority vote of the Contracting Members within the Authority Region represented by that Establishing Member ("***Regional Members***"). An Establishing Member must be a State agency, a political subdivision of the State, or another form of governmental entity or agency. Non-governmental entities, such as non-profit corporations, are not eligible to serve as an Establishing Member. The election may occur at the annual meeting of the Operating Committee set forth in Article VI(3)(a) below, or at such other meeting of the Regional Members as may be called for that purpose upon the written request of at least two of the Regional Members. Each Establishing Member shall continue to serve at the pleasure of the Regional Members that it represents. The Regional Members may, at any time, replace their Establishing Member representative pursuant to the election provisions of this Article IV(1)(b). If a new Establishing Member is elected to represent an Authority Region, the outgoing Establishing Member and the incoming Establishing Member shall execute a document that reflects such substitution. The Executive Board, in its sole discretion, shall determine the form and content of the substitution document. The outgoing and incoming Establishing Members shall submit the signed document to the Executive Board for retention with the Authority's records.

c. Eligibility of Establishing Members; Receipt of Insurance Benefits. Each Establishing Member shall be a governmental entity and, except for the initial Establishing Members designated in this Article IV(1)(a) above, shall have participated in the Authority as a Contracting Member for at least one year prior to its election as an Establishing Member. Each Establishing Member shall have all rights to participate in and receive the Insurance Benefits provided by the Authority as are provided to Contracting Members, and must enter into, and maintain at all times during which it is an Establishing Member, a written agreement with the Authority satisfying the provisions of Article V(2)(e) below. By execution of such agreement, each Establishing Member also shall adopt and become a party to the Trust.

d. Withdrawal or Removal of Establishing Members. An Establishing Member may withdraw as an Establishing Member upon 90 calendar days' prior written notice to the Operating Committee and the Executive Board (as established pursuant to Articles VI and VII below, respectively). An Establishing Member also may be removed as an Establishing Member by the affirmative majority vote of the Operating Committee at any annual, regular, or special meeting of the Operating Committee. A vacancy occurring among the Establishing Members due to withdrawal or removal of an Establishing Member pursuant to this Article IV(1)(d) shall be filled by the applicable Regional Members in the same manner as election of an Establishing Member as provided in Article IV(1)(b) above.

e. Establishing Member Representative Appointment to Executive Board. Each Establishing Member shall appoint a representative to serve on the Executive Board (as established pursuant to Article VII below), and to cast one vote on any matter coming before the Executive Board. A representative appointed by an Establishing Member serves at the pleasure of, and may be removed and replaced by, the Establishing Member at any time and from time to time.

f. Establishing Member Representative Appointment to Operating Committee. Each Establishing Member may appoint a representative to serve on the Operating Committee (as established pursuant to Article VI below), and to cast one vote on any matter coming before the Operating Committee. Each representative appointed by an Establishing Member serves at the pleasure of, and may be removed and replaced by, the Establishing Member at any time and from time to time.

2. **Contracting Members.** The Authority may enter into one or more agreement(s) to provide Insurance Benefits to governmental, public, or nonprofit agencies as provided in this Article IV(2). Such public and nonprofit agencies are referred to individually as a "***Contracting Member***" and collectively as the "***Contracting Members***". All members of the Public Sector Health Care Group established under the 2012 IGA as of the Effective Date of this Agreement, and who are set forth in the list attached as **Exhibit C** shall automatically be deemed to be a Contracting Member without any further action.

a. Contracting Member Application. A governmental, public, or nonprofit agency may apply to become a Contracting Member of the Authority by: i) making written application, in the form determined by the Executive Board; ii) completing the general health questionnaire required by the then-current insurance company of the Health Plan; and iii) providing such other information as the Executive Board may require. Based on the insurance company's underwriting recommendation, and such other criteria as it deems relevant, the Executive Board shall approve or reject an application, and shall notify the Operating Committee of the Executive Board's decision. The Operating Committee may, in its sole discretion, reverse the Executive Board's decision within 30 days of the date the decision was made. A governmental, public, or non-profit agency accepted as a Contracting Member shall enter into an agreement with the Authority satisfying the provisions of Article V(2)(e) below, and, thereafter, shall begin participation on the annual renewal date, unless another date is approved by the Executive Board or Operating Committee, as applicable. By execution of such agreement, each Contracting Member also shall adopt and become a party to the Trust.

b. Contracting Member Appointment of Representative to Operating Committee. Each Contracting Member may appoint a representative to serve on the Operating Committee (as established pursuant to Article VI below), and to cast one vote on any matter coming before the Operating Committee. Each representative appointed by a Contracting Member serves at the pleasure of, and may be removed and replaced by, the Contracting Member at any time and from time to time.

ARTICLE V
QUALIFICATIONS, RIGHTS, AND RESPONSIBILITIES OF MEMBER AGENCIES

1. **Member Agencies.** All governmental, public, and nonprofit agencies that are, at the designated time or event, Establishing Members or Contracting Members of the Authority, are referred to individually as a "***Member Agency***" and collectively as the "***Member Agencies***".

2. **Qualifications and Commitments.** Each Member Agency must satisfy the following qualifications and make the following commitments at all times during its participation in the Authority:

a. Authorized Powers. Have the power under Colorado law to provide health care coverage benefits and other benefits, risk management, claims handling, and related functions and services, and meet the insurance companies' participation requirements for each type of benefit provided.

b. Employer Size. Have at least 1, but no more than 200, full-time employees; provided that an Establishing Member may have more than 200 full-time employees upon the approval of an exception by the Executive Board. The Operating Committee may, in its sole discretion, reverse the Executive Board's decision within 30 days of the date the decision was made.

c. Health Plan Commitments. Agree to participate in the Medical, Vision, and Dental plan(s) comprising the Health Plan approved by the Operating Committee from time to time for a full contract year and, on each renewal date, again commit to participate for a full 12 consecutive month period in order to continue its participation.

d. Other Insurance Commitments. Agree to participate in any group life insurance, disability insurance, or other type of plan approved by the Operating Committee from time to time for a full contract year and, on each renewal date, again commit to participate for a full 12 consecutive month period in order to continue its participation, unless a plan permits voluntary participation or the Operating Committee permits an exception for a Member Agency.

e. Written Agreement. Enter into a written agreement with the Authority, agreeing to be bound by the terms and conditions of this Agreement and the Trust, including but not limited to the commitments set forth in this Article VI, and to comply with the payment of such sums and such other conditions as the Executive Board from time-to-time establishes.

3. **Member Agency Responsibilities.** Each Member Agency shall satisfy each of the following responsibilities at all times during the period it contracts with the Authority:

a. Time of Payment. Make all contributions at such times and in such amounts as established by the Executive Board. Delinquent payments shall be paid with interest and/or late fees pursuant to a policy established by the Executive Board and uniformly applied.

b. Inspection of Records. Allow the Authority and its agents, contractors, employees, and officers reasonable access to inspect the Member Agency's records to the extent the records are reasonably required for the administration of the Authority or the Trust.

c. Cooperation. Reasonably cooperate with the Authority and its agents, contractors, employees, and officers in matters relating to the Authority or the Trust.

d. Provide Information. Provide information requested by the Authority and its agents, contractors, employees, and officers to the extent the information is reasonably required for the administration of the Authority or the Trust.

e. Settlement of Claims. Allow the Authority to make decisions regarding, and to designate attorneys to represent a Member Agency in, the investigation, settlement, and litigation of any claim within the scope of coverage furnished through the Authority.

f. Compliance With Policies. Comply with the claims, loss reduction, prevention, and risk management policies and procedures established by the Executive Board.

g. Report Occurrences. Promptly report to the Executive Board all incidents or occurrences reasonably expected to result in the Authority being required to consider a claim, in any form required by the Executive Board, and in compliance with any applicable excess insurance or reinsurance.

h. Notification Paperwork. Provide notification of enrollment changes (*i.e.*, employee addition, termination, dependent status modification, etc.) to the Plan Administrator within five business days of the date the enrollment change occurs. The Authority is not responsible for providing coverage for a new employee or dependent if a Member Agency fails to notify the Plan Administrator of the new employee or dependent before the first day of the month in which coverage is to begin; instead, coverage will not begin until the first day of the next month. A Member Agency that fails to timely notify the Plan Administrator of an employee termination will be liable for any erroneous expenditures incurred by the Authority on behalf of the terminated employee (*i.e.*, invalid claim payments, incorrect reimbursement of claim to employee, etc.). The Member Agency shall reimburse the Authority for any erroneous expenditure. At its option, the Member Agency may seek reimbursement from the recipient of any incorrect payments, but in no event will pursuing such recipient reimbursements be the responsibility of the Authority.

ARTICLE VI
OPERATING COMMITTEE

1. **Creation of the Operating Committee.** The Operating Committee is hereby created as a standing committee of the Authority. The Operating Committee shall be comprised of all representatives appointed by the Establishing Members and Contracting Members as provided pursuant to Articles IV(1)(f) and IV(2)(b) above.

2. **Operating Committee Responsibilities.** The responsibilities of the Operating Committee are to (a) serve as a liaison to the Member Agencies' governing bodies; (b) determine which employee benefits will serve the best interests of the most Agency Members; (c) give direction to the Executive Board on Authority matters coming within the scope of the Operating

Committee's responsibilities, or as otherwise requested; and (d) perform its other powers and duties under this Agreement.

3. **Meetings of the Operating Committee.**

a. Annual and Regular Meetings. The Operating Committee shall meet annually on or about January 1st. At the annual meeting or any special meeting, the Operating Committee, by affirmative vote, may establish additional regular meeting dates for the ensuing calendar year.

b. Special Meetings. Special meetings of the Operating Committee may be called by (i) the Executive Board upon an affirmative majority vote; or (ii) by the Operating Committee upon written request of 30 percent of the representatives to the Operating Committee, with notice mailed to each Operating Committee representative at least 7 days in advance of the special meeting.

c. Notice of Meetings. Meeting locations and date/time shall be provided by the Executive Board to all Operating Committee representatives at least 7 days in advance of each annual, regular, or special meeting. Notice to an Operating Committee representative may be made by paper or electronically. An Operating Committee representative may waive notice of any meeting in a writing signed by the representative. An Operating Committee representative's attendance at a meeting (i) waives objection to lack of notice, unless the representative at the beginning of the meeting objects to holding the meeting or transacting business at the meeting because of lack of notice, and (ii) waives objection to consideration of a particular matter at the meeting that is not within the purpose(s) described in the meeting notice, unless the representative objects to considering the matter when it is presented because of lack of notice. Public notice of such meetings shall be posted in at least one designated posting location determined by the Operating Committee in accordance with C.R.S. § 24-6-402(2)(c).

d. Meeting Procedures. The President of the Executive Board, or another Executive Board Officer if the President is absent or unable/unwilling, shall chair meetings of the Operating Committee. To the extent practicable, each meeting shall be conducted in accordance with the latest edition of *Robert's Rules of Order*, except that the reading of the text of minutes, financial statements, or proposed Resolutions into the record is not required.

e. Executive Sessions. By affirmative majority vote of two-thirds of the representatives present, the Operating Committee may hold an executive session during any meeting. An executive session may be called for any purpose in conformance with the provisions of C.R.S. § 24-6-402(4). The executive session shall be closed to all persons other than Operating Committee representatives and others deemed essential to the executive session discussion by the Operating Committee. No voting shall take place in executive sessions.

f. Quorum and Voting on the Operating Committee. A quorum of the Operating Committee is needed to meet, act, vote, and decide on official business, all such actions to be taken at a public meeting pursuant to the Colorado Open Meetings Law, C.R.S. § 24-6-401, *et seq*. A simple majority of the total number of Operating Committee representatives then

appointed must be present to make a quorum. Each Operating Committee representative may cast one vote on any matter coming before the Operating Committee. Votes must be in person or by an Operating Committee representative participating in the meeting by any electronic media where the Operating Committee representative can hear and be heard by the other representatives. Proxy votes are not allowed. Except as otherwise provided herein, an affirmative majority vote of the Operating Committee representatives present at the meeting in person or by any electronic means shall be sufficient to approve any matter.

4. **Other Committees.** From time to time, the Operating Committee, may, by affirmative majority vote, appoint one or more special purpose committees for such purposes as the Operating Committee deems appropriate.

5. **Amendment of Agreement.** Notwithstanding any other provision of this Agreement to the contrary, any amendment to this Agreement must be approved by the affirmative majority vote of two-thirds of the Operating Committee representatives at a meeting at which consideration of amendment of this Agreement is specifically identified on the meeting notice. A copy of the meeting notice and the proposed Amendment must be provided to all Operating Committee representatives at least 14 days in advance of the meeting at which such amendment will be considered. Approval of any such amendment shall require the affirmative majority vote of two-thirds of the total Operating Committee representatives then appointed.

ARTICLE VII
EXECUTIVE BOARD

1. **Creation of the Executive Board.** There is hereby created an Executive Board of Directors ("***Executive Board***") of the Authority. The Executive Board shall be comprised of all representatives appointed by the Establishing Members as provided pursuant to Article IV(1)(e) above. Upon being appointed to the Executive Board, a representative shall take an oath of office that shall be administered, signed, and filed in accordance with C.R.S § 24-12-101. Each appointed representative shall become an Executive Board member upon completing the foregoing actions.

2. **Executive Board Responsibilities.** The responsibilities of the Executive Board are to (a) conduct the day-to-day operations and administration of the Authority; (b) to carry out the Operating Committee's directions; and (c) perform its other powers and duties under this Agreement.

3. **Powers of the Executive Board.** Unless otherwise directed by the Operating Committee, in addition to all other powers of the Executive Board in this Agreement, the Executive Board shall have the power to:

a. Adopt and adjust contribution amounts to the Authority.

b. Designate one or more persons or entities to act as trustee(s) of the Trust.

c. Direct the trustees as to the investment of the Trust funds as allowed by Colorado statutes, as from time-to-time amended.

d. Select a qualified actuary to conduct periodic reviews of the Authority's funds and make recommendations to the Executive Board based on such reviews.

e. Select a qualified Plan Administrator.

f. Arrange for the purchase of excess insurance, stop-loss insurance, and reinsurance as approved by the Operating Committee.

g. Purchase fidelity bonds from an insurance company approved by the Insurance Commissioner of the State of Colorado to do business in Colorado.

h. Establish reasonable and necessary loss reduction, prevention, and risk management policies and procedures to be followed by the Member Agencies.

i. Establish rules governing its own conduct and procedure, and the authority of its officers, not inconsistent with this Agreement.

j. Approve attorneys or firms of attorneys to represent Member Agencies in claims covered through the Authority.

k. Delegate in writing fiduciary responsibility or ministerial powers and duties to individual Establishing Committee representatives, Operating Committee representatives, special purpose committees approved by the Operating Committee, or such other agents, employees, and independent contractors as the Executive Board considers desirable.

l. Ensure that an annual audit of the financial affairs of the Authority or Trust is conducted by a certified public accountant in accordance with applicable laws and regulations, and provide a copy thereof to each Member Agency.

m. Ensure that an annual budget is adopted and distribute a copy of the budget to the Operating Committee representatives.

4. **Executive Board Officers.** The Executive Board officers shall be a President, Vice President, Secretary, and Treasurer. No Executive Board member shall hold more than one office at a time. The Executive Board may add officers at any time by affirmative majority vote of the Executive Board.

a. Officer Election and Term of Office. At a regular or special meeting of the Executive Board that is held just prior to the Health Plan's annual renewal date, the Executive Board shall elect, by affirmative majority vote, the officers from among the Executive Board's members. Each officer's term shall begin at the close of the meeting at which he/she is elected, and shall continue for one year or until his/her successor is elected.

b. Resignation; Removal Procedures. Any Executive Board officer may resign their officer position at any time upon notice to the Executive Board. The Executive Board may

likewise remove any officer at any time, with or without cause, by the affirmative majority vote of the Executive Board at a regular or special meeting, but not a study session. Vacancies occurring in any officer position may be filled by the affirmative majority vote of the remaining Executive Board members at any regular or special meeting (but not a study session) for the unexpired portion of the remaining term.

c. Duties and Authority of Officers.

i. President. The President shall serve as the Chairperson and preside at all meetings of the Executive Board. Except as provided in Article VII(4)(e) below or as otherwise directed by a majority of the Executive Board, the President shall execute all legal instruments of the Authority. The President will perform such additional duties and have such additional authority as directed by a majority of the Executive Board from time to time.

ii. Vice President. Except as otherwise directed by a majority of the Executive Board, the Vice President will perform the duties and have the authority of the President in the President's absence or inability or refusal to perform his/her duties. The Vice-President will serve as the Chairperson at any meeting of the Executive Board where the President is absent, or is unable or refuses to serve as the Chairperson. The Vice President will perform such additional duties and have such additional authority as directed by a majority of the Executive Board from time to time, so long as such duties and authority are not inconsistent with the duties and authority of the President.

iii. Secretary. The Secretary will (A) maintain the official records of the Authority, including this Agreement, bylaws, policies, and procedures, minutes of Executive Board and Operating Committee meetings, and a register of the names and addresses of the Establishing Members, Contracting Members, and Executive Board members and officers; and (B) issue Executive Board and Operating Committee meeting notices, attest documents as necessary or appropriate, and prepare the minutes of all Executive Board and Operating Committee meetings. The Secretary will perform such additional duties and have such additional authority as directed by a majority of the Executive Board from time to time.

iv. Treasurer. The Treasurer will serve as the financial official of, and be responsible for, the general oversight of all financial aspects of the Authority. The Treasurer will serve as the Chairperson at any meeting of the Executive Board where both the President and Vice-President are absent, or fail or refuse to serve as the Chairperson. The Treasurer will perform such additional duties and have such additional authority as directed by a majority of the Executive Board from time to time.

v. Delegation of Duties and Authority. As directed by a majority of the Executive Board, the Executive Board officers may assign and delegate responsibility for the Authority's administrative, operational, and related business matters to others, including, but not limited to, Executive Board members, Operating Committee members, or non-member specialists, such as an independent employee benefits consultant/broker, or the Plan Administrator.

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d. Bonds of Officers, Employees, and Agents. The Executive Board Treasurer and any other officer, employee, or agent of the Authority charged with the responsibility for the custody of any of its funds or property shall give a bond in such sum and with such surety, if any, as the Executive Board will determine. The Executive Board, in its discretion, also may require any other officer, employee, or agent of the Authority to give a bond in such amount and with such surety as will be determined. The cost of such bond will be an expense of the Authority.

e. Execution of Contracts**.** Except as otherwise provided by law or in this Agreement, the Executive Board may authorize any Executive Board member, Operating Committee member, or other Authority employee or agent to enter into any contract, or execute and deliver any instrument in the name and on behalf of the Authority.

5. **Executive Board Meetings.**

a. Meeting Schedule and Frequency. The Executive Board shall schedule meetings as frequently as deemed necessary. Meetings may be called by the President of the Executive Board or upon the written request of any two members of the Executive Board. Any Operating Committee member may attend a meeting of the Executive Board. The Executive Board may also call a "study session". A study session is a form of special meeting at which no formal action may be taken.

b. Notice of Meetings. Meeting locations and date/time shall be provided to all Executive Board members and Operating Committee members at least 7 days in advance. Notice to Executive Board members and Operating Committee members may be made by paper or electronically. An Executive Board member may waive notice of any meeting in a writing signed by the member. A member's attendance at a meeting (i) waives objection to lack of notice, unless the member at the beginning of the meeting objects to holding the meeting or transacting business at the meeting because of lack of notice, and (ii) waives objection to consideration of a particular matter at the meeting that is not within the purpose(s) described in the meeting notice, unless the member objects to considering the matter when it is presented because of lack of notice. Public notice of such meetings shall be posted in at least one designated posting location determined by the Executive Board in accordance with C.R.S. § 24-6-402(2)(c).

c. Meeting Procedures. To the extent practicable, each meeting of the Executive Board shall be conducted in accordance with the latest edition of *Robert's Rules of Order*, except that the reading of the text of minutes, financial statements, or proposed Resolutions into the record is not required, and the Chairperson may make a motion and may vote on any matter to come before the Executive Board.

d. Executive Sessions. By affirmative majority vote of two-thirds of the members present, the Executive Board may hold an executive session during any meeting. An executive session may be called for any purpose in conformance with the provisions of C.R.S. § 24-6-402(4). The executive session shall be closed to all persons, including Operating Committee representatives, other than Executive Board members and others deemed essential to the executive session discussion by the Executive Board. No voting shall take place in executive sessions.

e. Quorum and Voting on the Executive Board. A quorum of the Executive Board is needed to meet, act, vote, and decide on official business, all such actions to be taken at a public meeting pursuant to the Colorado Open Meetings Law, C.R.S. § 24-6-401, *et seq*. A simple majority of the total number of Executive Board members then serving must be present to make a quorum. Each Executive Board member may cast one vote on any matter coming before the Executive Board. Votes must be in person or by an Executive Board member participating in the meeting by any electronic media where the Executive Board member can hear and be heard by the other members. Proxy votes are not allowed. Except as otherwise provided herein, an affirmative majority vote of the Executive Board members present at the meeting in person or by any electronic means shall be sufficient to approve any matter. The Executive Board, in its sole discretion, may determine whether a given meeting will be conducted in-person, by electronic platform, or a combination thereof, provided that the Executive Board establishes a means by which the public may also attend the meeting in-person, electronically, or a combination thereof.

f. Emergency Meetings. Two or more Executive Board members may call an emergency meeting at any time and without 24 hours prior notice in the event of an emergency that requires the immediate action of the Executive Board in order for the Authority to carry out its duties and functions. The Executive Board Secretary, or upon the his/her absence or default, the Executive Board members calling the emergency meeting, shall cause notice of the emergency meeting to be given immediately to all Executive Board members. Notice may be given in-person, by paper, or electronically. To the extent practicable, public notice of an emergency meeting will be posted in the same location(s) as for regular meetings. At the emergency meeting, the Executive Board members present, by affirmative majority vote, may take any action within the express or implied powers of the Authority to carry out its duties and functions; provided, however, any action taken at an emergency meeting will be effective only until the next Executive Board meeting. At such subsequent meeting, the Executive Board members may ratify any emergency action taken. If any emergency action taken is not ratified, it shall be deemed rescinded. Emergency meetings of the Executive Board shall be open to the public.

ARTICLE VIII
LIABILITY OF EXECUTIVE BOARD MEMBERS, COMMITTEE MEMBERS, OFFICERS, EMPLOYEES, AND AGENTS

1. **Governmental Immunity of Executive Board Members, Board Committee Members, Officers, Employees, and Agents.** Every Executive Board member and officer, Operating Committee representative, any member of a committee established by the Operating Committee, any employee or volunteer, and any agent of the Authority, while performing his/her duties and functions on behalf of the Authority, whether such duties and functions have been expressly assigned or are reasonably implied based on his/her assigned duties and functions, will constitute a "public employee" for the purposes of the Colorado Governmental Immunity Act, including but not limited to C.R.S. § 24-10-110.

2. **Indemnification.** It is the intent of the Authority to use Member Agency contributions to defend and indemnify, to the extent permitted by law and in accordance with this Agreement, any Member Agency against liability imposed upon the Member Agency for actions

of the Authority, the Operating Committee, or the Executive Board; provided that indemnification shall only be provided to the extent of the coverage provided by or through the Authority.

3. **No Personal Liability.** No Executive Board member or officer, Operating Committee representative, any member of a committee established by the Operating Committee, employee, or agent of the Authority, or trustee of the Trust (collectively, "***Indemnitees***") shall be personally liable for any acts performed or omitted in good faith. The Authority shall indemnify the Indemnitees against any and all expense including attorney fees and liability expenses sustained by them in connection with any suit that may be brought against them involving or pertaining to any of their acts performed or omitted in good faith for the Authority or the Trust. This provision shall not be deemed to prevent compromises of any such litigation where the compromise is deemed advisable in order to prevent greater expense or cost in the defense or prosecution of such litigation.

4. **Bonds of Indemnitees.** The Authority shall make a reasonable effort to obtain a fidelity bond or other bond to guarantee the faithful performance of the duties of Indemnitees and to obtain errors and omissions coverage for each of the Indemnitees who handles or has access to Authority funds, in an amount the Executive Board deems appropriate.

ARTICLE IX
FISCAL ADMINISTRATION

1. **Authority Budget and Fiscal Year.** The Authority will be subject to the Local Government Budget Law of Colorado, Part 1 of Article 1, Title 29, C.R.S. ("***Budget Law***"). The initial budget for the Authority, which will take effect on the Effective Date and will continue through December 31, 2023, is attached to this Agreement as **Exhibit D** ("***Initial Budget***"). The Annual Budget for the next and each succeeding fiscal year will be adopted by the affirmative majority vote of the Executive Board in accordance with the requirements of the Budget Law, and a copy shall be provided to each Operating Committee representative. The Authority's fiscal year shall be concurrent with the calendar year.

2. **Annual Audit.** The Authority's revenues and expenditures shall be subject to an annual audit in accordance with the Local Government Audit Law of Colorado, Part 6 of Article 1, Title 29, C.R.S., which will be performed by a certified public accountant.

3. **Non-Appropriation by Governmental Member Agencies.** All direct and indirect financial obligations of a governmental Member Agency under this Agreement are subject to the annual appropriation of funds by its governing body. No provision of this Agreement will be construed or interpreted: i) to directly or indirectly obligate a governmental Member Agency to make any payment in any fiscal year in excess of amounts it appropriated for such fiscal year; or ii) as creating a debt or multiple fiscal year direct or indirect debt or other financial obligation whatsoever of a governmental Member Agency within the meaning of Article X, Section 20 of the Colorado Constitution or any other constitutional or statutory limitation or provision.

A governmental Member Agency's non-appropriation of funds pursuant to this Article IX(3) will constitute a withdrawal of such governmental Member Agency from the Health

Plan and this Agreement pursuant to Article X(2) below; provided that the sixty-day notice period will not apply, and instead, the governmental Member Agency will be deemed to have withdrawn as of January 1 of the fiscal year for which funds are not appropriated. A non-appropriating governmental Member Agency must notify the Executive Board as soon as reasonably practical when it is certain that its governing body will fail, or has failed, to appropriate the funds necessary for the governmental Member Agency to meet its financial obligations for the ensuing fiscal year; provided, that failure to provide such notice shall not affect the governmental Member Agency's non-appropriation and withdrawal.

4. **General Financial Matters.**

a. Compliance with State Laws Related to Deposit and Investment of Authority Funds. The provisions of Article 10.5 of Title 11, C.R.S. will apply to all monies of the Authority. Under the general oversight of the Executive Board Treasurer, the Executive Board will ensure all funds of the Authority are placed in bank deposit accounts, including checking, savings, bank money-market, and certificate of deposit (CD) accounts, that comply with the requirements of the Public Deposit Protection Act, C.R.S. § 11-10.5-101, *et. seq*., as may be amended. The Board will establish the investment policies of the Authority funds, which policies will comply with the federal and State constitutional and statutory laws governing the investment of public funds, including but not limited C.R.S § 24-75-601, *et seq*. Under the general oversight of the Executive Board Treasurer, all investments of Authority funds shall comply with the investment policies established by the Executive Board.

b. Financial Obligations and Debt Not That Of Establishing Members. The financial obligations of the Authority will not be the debts, liabilities, or obligations of the Establishing Members, unless provided by written consent of the governing body of each of the Establishing Members in compliance with law.

c. Negotiable Instruments. All checks, drafts, or other orders for payment of money will be issued in the name of the Authority, and in such manner as, from time to time, will be determined by the Executive Board.

d. Records Subject to Inspection. All of the Authority's financial records will be available for inspection by any Member Agency upon reasonable notice during normal business hours.

ARTICLE X
MERGER, WITHDRAWAL, AND EXPULSION OF MEMBER AGENCIES

1. **Dissolution or Merger of a Member Agency.** Any Member Agency that dissolves or that merges or consolidates with another entity that is not a Member Agency shall be considered to have withdrawn from the Authority. As determined in the sole discretion of the Executive Board, if any Member Agency merges or consolidates with another Member Agency, then: (i) both such Member Agencies shall be considered to have withdrawn from the Authority, or (ii) upon the request of both such Member Agencies, all rights and obligations of the Member Agencies may be assigned to and assumed by the merged/consolidated entity. The withdrawal date of any

Member Agency considered to have withdrawn pursuant to this Article X(1) shall be the date of dissolution or merger/consolidation, as applicable, and such Member Agency shall have the same rights and obligations under this Agreement as any other withdrawn Member Agency.

2. **Voluntary Withdrawal.** A Member Agency may withdraw from participation in the Health Plan and the Authority by giving written notice to the Executive Board at least 60 calendar days before the ensuing Claim Year of its intent to withdraw from the Health Plan for the ensuing Claim Year. A Member Agency also must give written notice at least 60 days prior to the coverage renewal date of its intent to withdraw from any other employee benefit offered by the Authority, and such withdrawal shall then be effective on the Member Agency's coverage renewal date. After the notice of intent to withdraw is given, no coverages will be renewed; however, all coverages will remain in effect until the end of the Claim Year in which the notice is given. A Member Agency that does not provide written notice of withdrawal in accordance with this Article X(2) shall be deemed to have committed to participate in the Authority for the Claim Year of the Health Plan and any other plans approved by the Operating Committee.

3. **Involuntary Termination.** The Operating Committee may, either directly or by direction given to the Executive Board, and upon affirmative majority vote, give written notice to a Member Agency at least 60 days before the end of the Claim Year that the Member Agency's participation in the Health Plan and the Authority will terminate at the end of the Claim Year. The notice shall advise the Member Agency of the reason(s) for terminating the Member Agency's membership in the Health Plan and the Authority, such as a pattern of late payments and/or delinquency of payments, material breach of this Agreement, material breach of the written agreement entered into by the Member Agency pursuant to Article V(2)(e) above, fraud, illegal activity or such other reason(s) deemed material by the Operating Committee.

4. **Forfeiture of Reserve/Surplus.** A withdrawn or terminated Member Agency shall not be entitled to any payment or reimbursement from any reserve/surplus held in the Trust, unless the Operating Committee, by affirmative majority vote in its sole discretion, approves a different financial arrangement after coordination with the Plan Administrator, the insurance company(ies), and the consultant/broker.

5. **Obligations Remain.** A withdrawn or terminated Member Agency shall remain obligated for all amounts due to the Authority at the time of withdrawal or termination for the period during which the Member Agency was an active member of the Authority, and for all amounts that thereafter become due and owing to the Authority for that period pursuant to this Agreement, the written agreement entered into by the Member Agency pursuant to Article V(2)(e) above, and any other Authority documents then in effect at the time of withdrawal or termination.

6. **Limitations on Claims.** In order to protect the assets held in the Trust, claims incurred by employees of a withdrawn or terminated Member Agency shall be segregated by the Plan Administrator and charged to the Trust if received within 90 days after the effective date of such Member Agency's withdrawal or termination. Any claims received from employees of a withdrawn or terminated Member Agency more than 90 days after the effective date of such Member Agency's withdrawal or termination shall be the responsibility of such Member Agency.

ARTICLE XI
EFFECTIVE DATE, TERM, AND TERMINATION

1. **Effective Date and Term.** The effective date of this Agreement shall be January 1, 2023 ("***Effective Date***"). The term of this Agreement shall be unlimited, and shall continue until terminated as provided herein.

2. **Termination.** This Agreement and the Trust may be terminated at any time by the written agreement of all Operating Committee members, or all Operating Committee members except one, effective as of the date set forth in the written agreement of termination. The remaining assets of the Authority existing at the time of termination, including those held in the Trust, shall be distributed, and the affairs of the Authority shall be concluded, in accordance with policies and procedures established by a two-thirds affirmative vote of the Executive Board members, and in accordance with all federal, State, and local laws, rules, and regulations, including but not limited to the Code and C.R.S. § 29-1-203.5.

ARTICLE XII
MISCELLANEOUS

1. **Notices.** Except for notice of a special or emergency meeting delivered in person, by facsimile, or by electronic mail in accordance with this Agreement, any notice, demand, or request required by or relating to this Agreement shall be in writing and shall be given by personal delivery, by facsimile, or sent by registered or certified mail, postage prepaid. A notice sent by the Executive Board or the Operating Committee to a Member Agency shall be sent to the Member Agency's most recent address on file with the Authority. A notice sent by a Member Agency to the Executive Board or the Operating Committee shall be sent to the address of the Authority's principal place of business.

2. **Governmental Immunity.** This Agreement is not intended, and shall not be construed, as a waiver of the limitations on damages or any of the privileges, immunities, or defenses provided to, or enjoyed by, any governmental Member Agency, or its past and present directors, officers, council members, trustees, employees, or volunteers, under federal or State law, including but not limited to the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, *et seq*.

3. **Limited Scope.** Except to the extent of the limited financial contributions to the Authority as provided herein, or such additional obligations as may be created through amendments to this Agreement, the Establishing Members intend that the Authority be organized and operate only within the scope herein set forth, and have not otherwise created as between the Establishing Members or any other Member Agency any relationship of surety, indemnification, or responsibility for the debts of or claims against any other Establishing Member or Member Agency.

4. **Governing Law; Jurisdiction and Venue.** Colorado law governs this Agreement. The terms of this Agreement may be enforced in court by the Authority or any of its Member Agencies. Jurisdiction and venue shall lie in the District Court for the County in which all of the disputing parties are located. If one or more of the disputing parties are located in different

counties, then jurisdiction and venue shall lie in the District Court of the County in which the Authority maintains its principal place of business. In any dispute arising from or relating to this Agreement, the prevailing party shall be awarded its reasonable attorneys' fees, costs, and expenses, including any attorneys' fees, costs, and expenses incurred in collecting upon any judgment, order, or award.

5. **Amendments.** This Agreement may be amended only by a written document approved by formal consent of the governing bodies of all of the Establishing Members at the time of the amendment; provided, however, that such amendment will not affect other outstanding obligations of the Authority unless provision for full payment of such obligations, by escrow or otherwise, has been made pursuant to such obligations. Notice of any proposed amendment to this Agreement shall be provided to each Operating Committee member at least 60 days before the end of the Claim Year and shall not take effect until the start of the next following Claim Year, unless a sooner date is approved by the affirmative majority vote of the Operating Committee. Course of performance, no matter how long, shall not constitute an amendment to this Agreement.

6. **Severability; Waiver.** If any provision of this Agreement is held invalid or unenforceable, all other provisions shall continue in full force and effect. Waiver of a breach of this Agreement shall not be construed as a waiver of any subsequent breach of this Agreement.

7. **No Assignment; No Third Party Beneficiaries.** Except as may be provided in Article X(1), this Agreement shall not be assigned, and any attempt to assign this Agreement shall be void *ab initio*. This Agreement is not intended to, and shall not, confer rights on any person or entity not named as an Establishing Member to, or other Member Agency under, this Agreement.

8. **Counterparts.** The Establishing Members may execute this Agreement in several counterparts and by facsimile or electronic PDF, each of which shall be deemed an original and all of which shall constitute one valid, binding instrument.

IN WITNESS WHEREOF, the Establishing Members have approved, and caused to be executed, this Agreement.

[SIGNATURE PAGES IMMEDIATELY FOLLOW]

DRAFT

ELIZABETH FIRE PROTECTION DISTRICT,
a political subdivision of the State of Colorado

_____

By: _____

ATTEST:

_____

By: _____

DRAFT

MONTROSE FIRE PROTECTION DISTRICT,
a political subdivision of the State of Colorado

_____

By: _____

ATTEST:

_____

By: _____

DRAFT

SOUTHEAST WELD FIRE PROTECTION DISTRICT, a political subdivision of the State of Colorado

_____

By: _____

ATTEST:

_____

By: _____

DRAFT

FRONT RANGE FIRE RESCUE FIRE PROTECTION DISTRICT, a political subdivision of the State of Colorado

_____

By: _____

ATTEST:

_____

By: _____

DRAFT

PUEBLO COUNTY, COLORADO, a political subdivision of the State of Colorado, on behalf of its PUEBLO DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT

_____

By: _____

ATTEST:

_____

By: _____

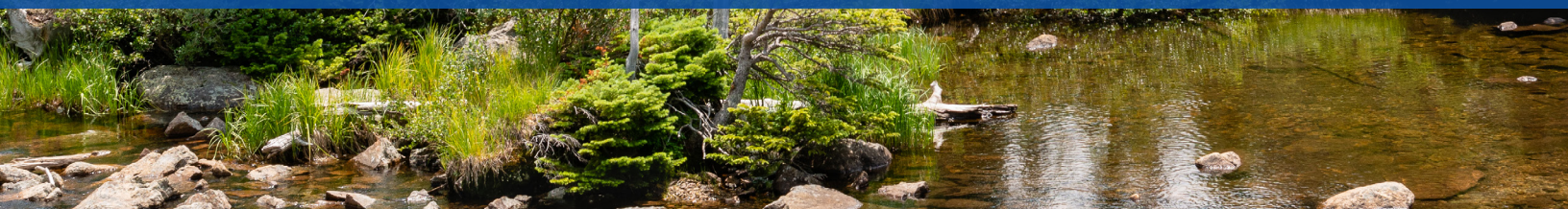
DRAFT

PUBLIC SECTOR HEALTHCARE GROUP

2023 Program Overview

PSHCG

Public Sector Healthcare Group (PSHCG) is an association of like-minded political entities who know the value of employee benefits.



WHO WE ARE

PUBLIC SECTOR HEALTHCARE GROUP

Public Sector Healthcare Group (PSHCG) is an association of Colorado political subdivisions operating under the Colorado Joint Powers Authority statute, to purchase employee benefits on a larger scale. By pooling resources with like-minded employers, your agency is part of a large and stable risk pool.

PSHCG was originally formed by 4 founding member agencies near Elizabeth Colorado, who sought to create a program that controlled healthcare spend and mitigate unpredictable renewal increases. PSHCG has now grown statewide, providing employee benefits to more than 60 political subdivisions and 3,500 members. PSHCG continues this grassroots effort today, to grow mindfully throughout the State of Colorado partnering with agencies who also recognize the value of our program.

Through this association, your agency leverages a large employer benefits experience, including excellent products, exceptional service, transparency in costs, and rate stability.

PSHCG

MISSION & PURPOSE

PUBLIC SECTOR HEALTHCARE GROUP

Public Sector Healthcare Group's mission is to help you attract and retain valuable employees with a superior and stable benefits program. The primary goal of controlling healthcare costs and curbing renewal increases has been met, with an average annual medical renewal increase of 3.5%.

We strive to be different than other health plans. And here's how…

- Structure and Autonomy: All decisions are made by our member agencies, serving on one of two committees.
- The elected 5 seat Executive Committee includes members who are interested in meeting more frequently, to evaluate and propose new programs and services.
- The Operating Committee is responsible for approving every decision made by the group. This all-inclusive committee provides a platform of transparency and collaboration, but more importantly acts as a sounding board for local/regional concerns.
- Service: Your dedicated service team is available to work directly with you and your members to answer questions and resolve issues. This personalized service is what every employer who invests in a benefits program deserves, regardless of size.
- Flexibility: Our member agencies get to choose between a variety of medical plans and fully customize their offerings. In addition, our ancillary products such as Dental, Vision, Life, and Disability are voluntary. This flexibility allows you the ability to tailor your benefits package to best suit your philosophy and budget.
- Rate Tiers: Your agency fits into one of our 4 simple regionalized rate tiers, regardless of claims utilization. Pooling your claims and not being held accountable for your claims, provides the peace of mind that small employers want and need.

CONSULTING TEAM

MEET YOUR CONSULTING SERVICE TEAM

RMIC and Benefits Broker were chosen as the Employee Benefits Consulting Firms for PSHCG due to their extensive presence in the Colorado market and experience with Colorado's Political Subdivisions. It is imperative that we maintain the highest level of negotiations, service, and accessibility for our member agencies. Your consulting and service team fully expects to be your first and last resource for all of your benefits needs.

Our approach is hands-on, personalized service; our goal is to feel like an extension of your HR team.

Our Consultants work directly with the PSHCG's Executive and Operating Committees on program decisions and vendor negotiations. We manage all aspects of the renewal process to ensure quality and compliance needs are met accordingly.

Our Account Managers work with your HR team to prepare and communicate benefits at Open Enrollment and throughout the year to new hires. They are your single point of contact for all your benefit needs. Members can speak directly with our Account Managers to navigate the complex world of healthcare and resolve issues. Ongoing services include full COBRA administration, employee webinars and on-site meetings, and an on-line benefits enrollment portal.

We value our partnership with PSHCG and take seriously, our responsibility as the overseer of such a critical part of the association.

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EXECUTIVE COMMITTEE

MEET YOUR EXECUTIVE COMMITTEE

Public Sector Health Care Grop is proud to highlight the 5 Executive Committee members who are currently serving on the board (in order of service). Governed by the IGA, the Executive Committee handles daily operations and makes recommendations to the broader Operating Committee regarding budget, benefit changes, and new programs.

CHIEF TJ STECK

ELIZABETH FIRE PROTECTION DISTRICT - PRESIDENT, EXECUTIVE COMMITTEE MEMBER SINCE 2011

TJ Steck is the Fire Chief with the Elizabeth Fire Protection District in Colorado. Chief Steck is a founding member of the Public Sector Health Care Group and currently serves as the Executive Committee President. His priorities for the group include healthy enrollment growth, stable and predictable renewal rates. He also seeks to involve each agency in the decision-making process whenever possible.

CHRISTINE CHAPLIN

FRONT RANGE FIRE RESCUE - EXECUTIVE COMMITTEE MEMBER SINCE 2016

Christine Chaplin has worked as the Director of Administrative Service for the Front Range Fire Rescue for five years. She has worked with budgets of all sizes, consistently meeting or exceeding expectations. In addition, she has served on several boards over the past ten years including, Finance, Marketing, Parent/Teacher, and Pastoral Council.

CHIEF TOM BEACH

SOUTHEAST WELD FIRE PROTECTION DISTRICT - EXECUTIVE COMMITTEE SINCE 2018

Tom Beach is Fire Chief of the Southeast Weld Fire Protection District. Chief Beach leads a combination of twenty-seven full-time firefighters in addition to volunteer and reserve firefighters. Chief Beach has twenty-five years of fire service experience. He has his Fire Officer through the Commission on Professional Credentialing, an Associates in Fire Science, and a Bachelor's Degree in Fire Administration. His understanding of the healthcare system is largely due to the operation and billing of their ambulance services.

LINDSAY WILEY

MONTROSE FIRE PROTECTION DISTRICT - EXECUTIVE COMMITTEE SINCE 2019

Lindsay Wiley has served both her community and the employees of the Montrose Fire Protection District for over fifteen years. As the district's Deputy Administrator, she handles HR functions, administrative services and assists in general operations for the large district. Her presence as a regional representative for Colorado's Western Slope has been a valuable addition as PSHCG continues to expand state-wide. Her goal in serving on the Executive Committee is to promote stability and longevity for PSHCG agencies and members.

KATIE DAVIS

PUEBLO DEPARTMENT OF PUBLIC HEALTH & ENVIRONMENT - EXECUTIVE COMMITTEE MEMBER SINCE 2016

Katie Davis is the Director of Operations and Health Promotion at the Pueblo Department of Public Health and Environment. Katie has been a senior-level executive in the public sector for over eight years in the areas of public health, operations, human resource management, and administration.

Medical

United Healthcare

PSHCG offers a choice of nine (9) medical plans through United Healthcare. Groups have the option to offer as few as one (1) plan or as many as six (6) plans to their employees. See page 11 for a detailed comparison of the United Healthcare providers networks and their availability in your area.

PLAN A PPO | Provider Network Name: Choice Plus

Primary Care Physician	$25 copay
Specialist	$50 copay
Preventive Care	Plan pays 100%
Associated Lab Work	Plan pays 100% after copay
Individual Deductible	$1,000 in-network
Family Deductible	Max 3 per family
Coinsurance Percentage	Plan pays 80% in-network
Individual Out-of-Pocket Max	$4,500 per individual
Family Out-of-Pocket Max	$12,700 per family
Inpatient Hospital	Plan pays 80% after deductible
Outpatient Surgery	Plan pays 80% after deductible
Urgent Care	$25 copay
Emergency Room	$400 copay
MRI, CT, PET Scans	Plan pays 80% after deductible
Pharmacy	$10 / $30 / $60 / 25% max $500

PLAN B PPO | Provider Network Name: Choice Plus

Primary Care Physician	$30 copay
Specialist	$50 copay
Preventive Care	Plan pays 100%
Associated Lab Work	Plan pays 100% after copay
Individual Deductible	$3,000 in-network
Family Deductible	Max 3 per family
Coinsurance Percentage	Plan pays 80% in-network
Individual Out-of-Pocket Max	$6,000 per individual
Family Out-of-Pocket Max	$12,700 per family
Inpatient Hospital	$500 copay, 100% after deductible
Outpatient Surgery	$500 copay, 100% after deductible
Urgent Care	$30 copay
Emergency Room	$400 copay
MRI, CT, PET Scans	Plan pays 100% after deductible
Pharmacy	$15 / $40 / $70 / 25% max $500

Medical

United Healthcare

PSHCG offers a choice of nine (9) medical plans through United Healthcare. Groups have the option to offer as few as one (1) plan or as many as six (6) plans to their employees. See page 11 for a detailed comparison of the United Healthcare providers networks and their availability in your area.

PLAN B HMO | Provider Network Name: Navigate HMO

Primary Care Physician	$30 copay
Specialist	$50 copay
Preventive Care	Plan pays 100%
Associated Lab Work	Plan pays 100% after copay
Individual Deductible	$3,000 in-network
Family Deductible	Max 3 per family
Coinsurance Percentage	Plan pays 100% in-network
Individual Out-of-Pocket Max	$6,000 per individual
Family Out-of-Pocket Max	$12,700 per family
Inpatient Hospital	$500 copay, 100% after deductible
Outpatient Surgery	$500 copay, 100% after deductible
Urgent Care	$30 copay
Emergency Room	$400 copay
MRI, CT, PET Scans	Plan pays 80% after deductible
Pharmacy	$15 / $40 / $70 / 25% max $500

PLAN C PPO | Provider Network Name: Choice Plus

Primary Care Physician	$0 copay
Specialist	$50 copay
Preventive Care	Plan pays 100%
Associated Lab Work	Plan pays 100% after copay
Individual Deductible	$3,000 in-network
Family Deductible	Max 2 per family
Coinsurance Percentage	Plan pays 80% in-network
Individual Out-of-Pocket Max	$6,500 per individual
Family Out-of-Pocket Max	$13,000 per family
Inpatient Hospital	Plan pays 80% after deductible
Outpatient Surgery	Plan pays 80% after deductible
Urgent Care	$0 copay
Emergency Room	Plan pays 80% after deductible
MRI, CT, PET Scans	$750 copay
Pharmacy	$5 / $40 / $60 / 25% max $500

Medical

United Healthcare

PSHCG offers a choice of nine (9) medical plans through United Healthcare. Groups have the option to offer as few as one (1) plan or as many as six (6) plans to their employees. See page 11 for a detailed comparison of the United Healthcare providers networks and their availability in your area.

PLAN D PPO HSA | Provider Network Name: Choice Plus

Primary Care Physician	Plan pays 100% after deductible
Specialist	Plan pays 100% after deductible
Preventive Care	Plan pays 100%
Associated Lab Work	Plan pays 100% after deductible
Individual Deductible	$2,500 per employee only in-network
Family Deductible	$5,000 per family combined
Coinsurance Percentage	Plan pays 100% in-network
Individual Out-of-Pocket Max	$3,500 per employee only
Family Out-of-Pocket Max	$7,000 per family combined
Inpatient Hospital	Plan pays 100% after deductible
Outpatient Surgery	Plan pays 100% after deductible
Urgent Care	Plan pays 100% after deductible
Emergency Room	Plan pays 100% after deductible
MRI, CT, PET Scans	Plan pays 100% after deductible
Pharmacy	$15 / $40 / $70 / 25% max $500

PLAN E PPO HSA | Provider Network Name: Choice Plus

Primary Care Physician	Plan pays 90% after deductible
Specialist	Plan pays 90% after deductible
Preventive Care	Plan pays 100%
Associated Lab Work	Plan pays 90% after deductible
Individual Deductible	$3,500 per individual
Family Deductible	$7,000 per family embedded
Coinsurance Percentage	Plan pays 90% in-network
Individual Out-of-Pocket Max	$4,500 per individual
Family Out-of-Pocket Max	$9,000 per family embedded
Inpatient Hospital	Plan pays 90% after deductible
Outpatient Surgery	Plan pays 90% after deductible
Urgent Care	Plan pays 90% after deductible
Emergency Room	Plan pays 90% after deductible
MRI, CT, PET Scans	Plan pays 90% after deductible
Pharmacy	$15 / $40 / $70 / 25% max $500

Medical

United Healthcare

PSHCG offers a choice of nine (9) medical plans through United Healthcare. Groups have the option to offer as few as one (1) plan or as many as six (6) plans to their employees. See page 11 for a detailed comparison of the United Healthcare providers networks and their availability in your area.

SELECT PLAN CS1 | Provider Network Name: Select Colorado

Primary Care Physician	Tier 1: $0 copay | Tier 2: Deductible then 50%
Specialist	Tier 1: $50 copay | Tier 2: Deductible then 50%
Preventive Care	Plan pays 100%
Associated Lab Work	Tier 1: $25 copay | Tier 2: Deductible then 50%
Individual Deductible	Tier 1: $750 copay | Tier 2: $2,500
Family Deductible	Tier 1: $1,500 copay | Tier 2: $5,000
Coinsurance Percentage	Tier 1: Plan pays 80% | Tier 2: Plan pays 50%
Individual Out-of-Pocket Max	Tier 1: $4,500 | Tier 2: $6,500
Family Out-of-Pocket Max	Tier 1: $9,000 | Tier 2: $13,500
Inpatient Hospital	Tier 1: Deductible then plan pays 80% | Tier 2: Deductible then plan pays 50%
Outpatient Surgery	Tier 1: Deductible then plan pays 80% | Tier 2: Deductible then plan pays 50%
Urgent Care	$0 copay
Emergency Room	Plan pays 80% after deductible
MRI, CT, PET Scans	Tier 1: $500 | Tier 2: Deductible then plan pays 50%
Pharmacy	$5 / $35 / $70 / 25% max $500

SELECT PLAN CS2 | Provider Network Name: Select Colorado

Primary Care Physician	Tier 1: $0 copay | Tier 2: Deductible then 50%
Specialist	Tier 1: $75 copay | Tier 2: Deductible then 50%
Preventive Care	Plan pays 100%
Associated Lab Work	Tier 1: $25 copay | Tier 2: Deductible then 50%
Individual Deductible	Tier 1: $2,000 copay | Tier 2: $3,500
Family Deductible	Tier 1: $4,000 copay | Tier 2: $7,000
Coinsurance Percentage	Tier 1: Plan pays 80% | Tier 2: Plan pays 50%
Individual Out-of-Pocket Max	Tier 1: $6,000 | Tier 2: $7,500
Family Out-of-Pocket Max	Tier 1: $12,000 | Tier 2: $15,000
Inpatient Hospital	Tier 1: Deductible then plan pays 80% | Tier 2: Deductible then plan pays 50%
Outpatient Surgery	Tier 1: Deductible then plan pays 80% | Tier 2: Deductible then plan pays 50%
Urgent Care	$0 copay
Emergency Room	Plan pays 80% after deductible
MRI, CT, PET Scans	Tier 1: $500 | Tier 2: Deductible then plan pays 50%
Pharmacy	$10 / $35 / $75 / 25% max $500

Medical

United Healthcare

PSHCG offers a choice of nine (9) medical plans through United Healthcare. Groups have the option to offer as few as one (1) plan or as many as six (6) plans to their employees. See page 11 for a detailed comparison of the United Healthcare providers networks and their availability in your area.

PLAN F EPO HSA | Provider Network Name: Choice

Primary Care Physician	Plan pays 80% after deductible
Specialist	Plan pays 80% after deductible
Preventive Care	Plan pays 100%
Associated Lab Work	Plan pays 80% after deductible
Individual Deductible	$4,000 per employee only in-network
Family Deductible	$6,000 per family embedded
Coinsurance Percentage	Plan pays 80% in-network
Individual Out-of-Pocket Max	$6,000 per employee only
Family Out-of-Pocket Max	$12,000 per family embedded
Inpatient Hospital	Plan pays 80% after deductible
Outpatient Surgery	Plan pays 80% after deductible
Urgent Care	Plan pays 80% after deductible
Emergency Room	Plan pays 80% after deductible
MRI, CT, PET Scans	Plan pays 80% after deductible
Pharmacy	Plan pays 80% after deductible

Medical

United Healthcare

Choice Plus Network:

- National network available in all 50 states
- In and out-of-network coverage
- No referral needed to see a specialist (some prior-authorizations are required, such as hospital stays and imaging)

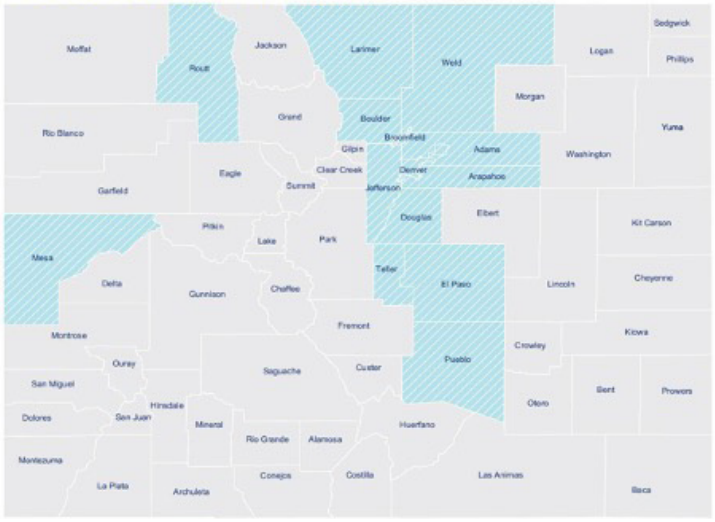
United Healthcare Choice Network:

- National network available in all 50 states
- In-network coverage only (except emergencies)
- No referral needed to see a specialist (some prior-authorizations are required, such as hospital stays and imaging)

United Healthcare Select Network:

- Tier 1: Located in Colorado's front-range; lower copays and deductibles
- Tier 2: UHC's national Choice network, higher copays and deductibles than if a member uses the Select providers
- In-network coverage only (except emergencies)
- No referral needed to see a specialist (some prior-authorizations are required, such as hospital stays and imaging)

SelectColorado network



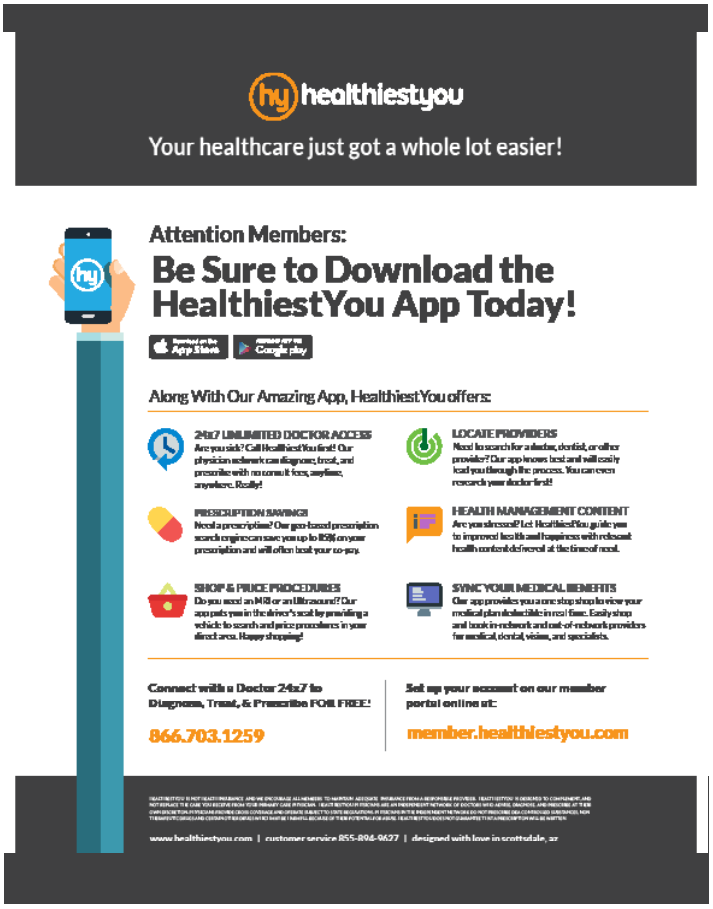
SelectColorado network hospitals

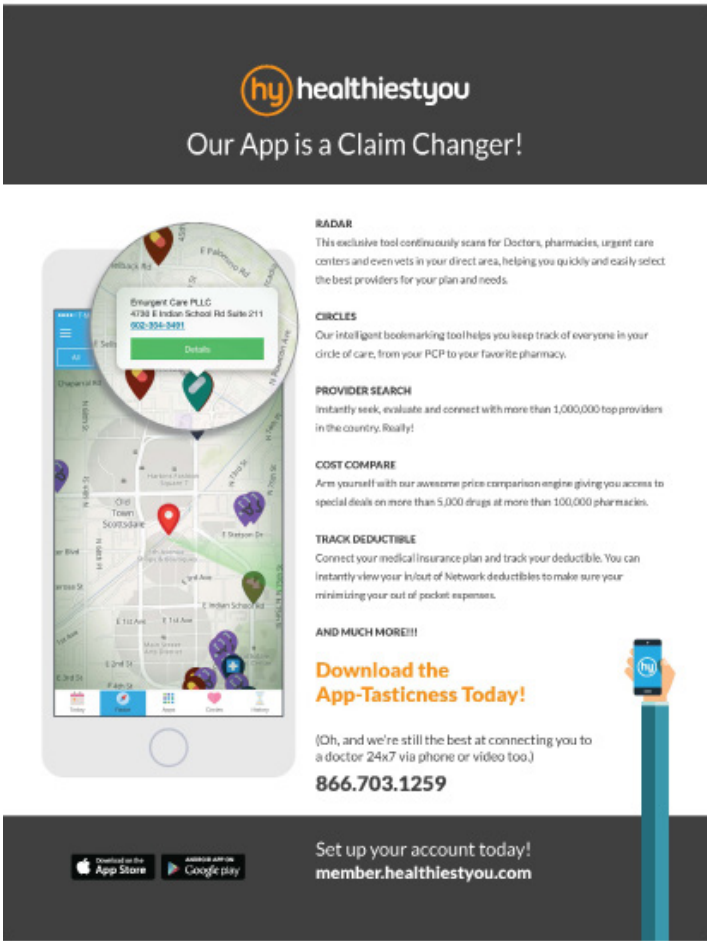
- Broomfield Hospital
- Children's Hospital Colorado
- Good Samaritan Medical Center
- Grandview Hospital
- Greeley Hospital
- Highlands Ranch Hospital
- Longs Peak Hospital
- Lutheran Medical Center
- Medical Center of the Rockies
- Memorial Hospital/Memorial Hospital North
- National Jewish Health
- Parkview Medical Center
- Pikes Peak Regional Hospital
- Platte Valley Medical Center
- Poudre Valley Hospital
- Saint Joseph Hospital
- St. Mary's Hospital And Medical Center
- University of Colorado Hospital
- Yampa Valley Medical Center

14-county SelectColorado networks at-a-glance reference guide	Hospitals	PCPs	Specialists	Geographic limitation	What network to choose (welcometouhc.com/selectco)	PCP required?	PCP referrals required?
SelectColorado Quality and cost-efficient provider network with UCHealth and SCL Health	19 Tier 1	1,700 Tier 1	4,100 Tier 1	Employer located in 14-county service area. Employees live or work in service area.	SelectColorado	Yes	No

HealthiestYou is a FREE 24/7 virtual medicine program.

PSHCG has partnered with HealthiestYou to offer a FREE virtual medicine program to members. Both the member and their enrolled dependents have access to HealthiestYou. Through HealthiestYou, members can connect to a licensed physician from a mobile phone, computer, or landline, 24/7.





hy healthiestyou

Dental

MetLife

Public Sector Healthcare Group offers a dental plan through MetLife. The dental plan includes both in-network and out-of-network options and has a $1500 annual calendar maximum for services. Our program is especially designed to offer state-wide coverage, including a higher out of network reimbursement for dentists who are not in the MetLife network. This feature is key to properly insure our rural agencies and their members

Benefit Summary	In-Network	Out-of-Network
Calendar Year Deductible	$50 per individual / max $150 per family	$50 per individual / max $150 per family
Deductible Applies To	Type II & III	Type II & III
Dental Calendar Year Maximum	$1,500 per individual in your family	$1,500 per individual in your family
Benefit Percentage	**In-Network**	**Out-of-Network**
Type I - Diagnostic & Preventive	100%	100%
Type II - Basic Services	80%	80%
Type III - Major Services	50%	50%
Type IV - Orthodontic Services	50%	50%
Endodontics / Periodontics	80%	80%

Vision

MetLife

Public Sector Healthcare Group offers a vision plan through MetLife. The vision plan includes both in-network and out-of-network options with allowances. The MetLife vision plan utilizes the VSP network, which is a broad network with many choices of providers, state-wide, making them a valued partner.

Benefit Summary	In-Network	Out-of-Network
Eye Exam	$10 copay	$45 allowance
Prescription Glasses: Lenses	$10 copay	$30 - $100 allowance
Prescription Glasses: Frames	$150 retail allowance	$70 allowance
Contact Lenses	$150 allowance	$105 allowance
Benefit Frequency	**In-Network**	**Out-of-Network**
Eye Exam	Every 12 months	Every 12 months
Prescription Glasses: Lenses	Every 12 months	Every 12 months
Prescription Glasses: Frames	Every 24 months	Every 24 months
Contact Lenses	Every 12 months in lieu of glasses	Every 12 months in lieu of glasses
Benefit Savings	**In-Network**	**Out-of-Network**
Laser Vision Correction	15% Savings	n/a
Prescription Glasses	20% Savings	n/a
Contact Lenses	15% off evaluation	n/a

RATES

Medical • Dental • Vision

Front Range

	Plan A PPO
Employee Only	$751.37
Employee + Spouse	$1,658.05
Employee + Child(ren)	$1,353.38
Employee + Family	$2,332.19

	Plan B PPO
Employee Only	$682.05
Employee + Spouse	$1,505.56
Employee + Child(ren)	$1,228.58
Employee + Family	$2,117.30

	Plan B HMO
Employee Only	$643.85
Employee + Spouse	$1,421.26
Employee + Child(ren)	$1,159.79
Employee + Family	$1,998.74

	Plan C PPO
Employee Only	$589.85
Employee + Spouse	$1,302.16
Employee + Child(ren)	$1,062.55
Employee + Family	$1,831.15

	Plan D PPO HSA
Employee Only	$647.33
Employee + Spouse	$1,429.04
Employee + Child(ren)	$1,166.07
Employee + Family	$2,009.59

	Plan E PPO HSA
Employee Only	$576.43
Employee + Spouse	$1,272.66
Employee + Child(ren)	$1,038.39
Employee + Family	$1,789.59

	Select Plan CS1
Employee Only	$661.00
Employee + Spouse	$1,459.00
Employee + Child(ren)	$1,191.00
Employee + Family	$1,987.00

	Select Plan CS2
Employee Only	$489.00
Employee + Spouse	$1,081.00
Employee + Child(ren)	$879.00
Employee + Family	$1,522.00

	Plan F EPO HSA
Employee Only	$487.17
Employee + Spouse	$1,055.73
Employee + Child(ren)	$861.40
Employee + Family	$1,484.56

	Dental Plan
Employee Only	$31.71
Employee + Spouse	$64.70
Employee + Child(ren)	$84.86
Employee + Family	$125.49

	Vision Plan
Employee Only	$7.79
Employee + Spouse	$15.61
Employee + Child(ren)	$13.22
Employee + Family	$21.79

EARLY RETIREE HEALTH INSURANCE

PUBLIC SECTOR HEALTHCARE GROUP

PSHCG's new Early Retiree Health Insurance Program allows employees to retire between the ages of 55-65 and continue their health insurance benefits. Monthly premiums can be paid by the retiree and/or employer. Pre-tax Retirement Health Care Funding through a 115 Trust is optional.

Employer Requirements

- A Public Sector employer must be a member agency of PSHCG for at least 1-year to participate in this program.
- Plan premiums are paid by the early retiree directly to the member agency during the early retirement period.
- Member agencies who wish to offer a 115 Trust, can provide a pre-tax funding option for employees and also choose to contribute to an employee's Retirement Healthcare Funding Plan.

An eligible employee includes:

- Employees who are between the ages of 55-65
- Employees who meet the member agency's designated tenure period (5-10 years of service and a minimum of 5 years of participation on the health insurance plan)

Eligible dependents include:

- A spouse/domestic partner who is active on the health insurance plan for at least 2-years prior to an employee's retirement
- A dependent child to the age of 26

The Early Retiree Health Insurance will go-live 1/1/2024. Member agencies must be active with PSHCG for a minimum of 1-year to offer the program.

NPPFA BENEFITS
National Public Pension Fund Association

OPTIONAL RETIREMENT HEALTH CARE FUNDING

Retirement Healthcare Funding Plans (115 Trusts) are unique accounts, allowing both employee and employer to set aside pre-tax dollars for retirement health care expenses, including premiums. These accounts are owned by the retiree and have no maximum contribution limits and no restrictions on account balance.

PSHCG has partnered with the National Public Pension Fund Association (NPPFA) to provide Retirement Healthcare Funding Plans to our member agencies. Through this optional benefit, member agencies can customize their program details including the amount (if any) they want to contribute into employee accounts.

What can you use your 115 pre-tax dollars for once you retire?

- Co-pays
- Deductibles
- Dental
- Vision
- Chiropractic
- Co-Insurance
- PREMIUMS

EARLY RETIREE HEALTH INSURANCE

PUBLIC SECTOR HEALTHCARE GROUP

NPPFA BENEFITS
National Public Pension Fund Association

Retirement Healthcare Funding Plans (115 Trusts) can be a great tool to attract and retain valuable employees. Employers are not obligated to make employee contributions, even if they offer a Retirement Healthcare Funding Plan to employees. National Public Pension Fund Association (NPPFA) Benefits can assist your agency in developing the program that best fits your culture and budget. Below are some examples of Retirement Healthcare Funding Plans with and without employer contributions.

NO FINANCIAL CONTRIBUTION BY EMPLOYER

100% Employee Funded 115

Employee can fund their 115 using tax-exempt dollars over time, or in a lump sum contribution

ONGOING EMPLOYER CONTRIBUTIONS

Employers contribute into employee Retirement Healthcare Funding Plans on a regular and ongoing basis, during the active employment period.

115 Contribution Match

Employer matches employee contributions as either a % of salary or a flat $ on a monthly basis

Monthly Employer Contributions by Years of Service

- 0-2 Years (Probation) – 0% of salary or $0
- 2-7 Years of Service – 1.5% of salary or $150

Retirement Healthcare Funding Plans (115 Trusts) have no annual or lifetime maximum contributions limits, no account balance limits, and no tax implications.

EMPLOYER CONTRIBUTION AT EARLY RETIREMENT

Employers budget to support early retirees during their early retirement period (between the ages of 55-65).

Employer Monthly Premium Contribution During Early Retirement Period

- 0-2 Years (Probation) - $0 toward monthly premium
- 2-7 Years of Service – $150 toward monthly premium
- 8-15 Years of Service – $200 toward monthly premium
- 15+ Years of Service – $250 toward monthly premium

115 Contribution Match

Employer deposits a lump sum into employee Healthcare Retirement Funding Plans at early retirement

- Flat Dollar
- % of salary
- Amount based on years of service

Ancillary Benefits

Public Sector Healthcare Group offers ancillary benefits through MetLife and Humana.

MetLife Basic Life and AD&D

Public Sector Healthcare Group offers a Basic Life and AD&D policy through MetLife. This policy covers up to $50,000 for employees, $5,000 for spouses, and $2,000 for children. MetLife also offers an optional life policy up to $500,000 or up to 5 times the annual salary for employees, up to $100,000 for spouses, and up to $10,000 for children.

Upon initial enrollment, the guaranteed issued amount where no medical paperwork is required for MetLife's optional life plan is $100,000 for employees and $30,000 for spouses.

Humana Basic Life and AD&D

Public Sector Healthcare Group offers a Basic Life and AD&D policy through Humana. This policy covers up to $100,000 for employees, $10,000 for spouses, and $2,500 for children. Humana offers an optional life policy with a guarantee issue up to $100,000 or up to 5 times the annual salary for employees and their spouses. Humana also offers $10,000 for children.

Upon initial enrollment, the guaranteed issue amount where no medical paperwork is required for the optional life plan is $50,000 for employees and $20,000 for spouses.

MetLife Long-Term Disability

Public Sector Healthcare Group offers a Long-Term Disability plan through MetLife. This plan helps employees replace a portion of their income for an extended period. The plan pays 60% of employee pre-disability earnings up to a maximum of $6,000 per month.

MetLife Short-Term Disability

Public Sector Healthcare Group offers a Short-Term Disability plan through MetLife. The STD plan pays 60% of employee pre-disability earnings for up to 9 weeks for employees who are sick, pregnant, or experience an accidental injury. The maximum weekly benefit for this plan is $1,000.

Employee Assistance Program

Public Sector Healthcare Group offers an Employee Assistance Program through MetLife. This program is available only to the agencies that have enrolled in the Long-Term Disability plan. Employees and their family members are entitled to 5 free consultations with a licensed clinician per incident, per individual per year. Additionally, financial services, childcare, and eldercare, assistance and referrals, Identity Theft Recover Services, Legal Services, and Daily Living Services (referrals to consultants and business) are provided at no additional cost to members.

TIMELINE

Renewal and Open Enrollment Timeline

JUNE

Mid-year Workshop, Employee Survey, New Vendor + Product Meetings

JULY

Receipt of Carrier Vendor Renewals
Renewal Negotiations and Final Bids From Vendors

AUGUST

Executive Committee Presentations and Recommendations

SEPTEMBER

Annual Operating Committee Meeting to Finalize Benefits

OCTOBER

Finalize Member Agency Programs and Offerings, including Employee Cost Share

NOVEMBER

Open Enrollment Meetings & Employee Elections

DECEMBER

Benefit Data Processing

JANUARY

Start Date for the Next Plan Year