

"RECALL EVERYBODY"
(Cont. from 1)

we can come up with a whole new board."

Firing comment "taken out of context"

Director Bill Ingram told the board that, after the last meeting, "someone had heard that I wanted to fire everybody. Now, that statement was made and it was made to two board members ... but it was taken out of context."

In that conversation, Ingram had been referring to the personnel manual that, he says, mentions that employees are part of the solution or part of the problem, so if employees do not do what is right, they should be fired.

Ingram continued, "I'm not asking to fire everybody or close down the district, or whatever... As a result of that rumor, one of the folks involved ... actually was belligerent and defied me to fire him or her and they would get a hold of their attorney, and the insinuation there was that they'd sue ... to the point where the individual was rude. Again, that was not, at any time, what I was saying we have to do. It was taking our personnel policy manual, in hand, reading it, saying what had happened, where are we going, what do we need to do. That's all."

Pocock then said that he was the one who had said Ingram wanted to fire people. "The reason I brought this up to the other people in the department, to the battalion chiefs, was

because I thought that (firing someone) was creating a hostile work environment ... the notion that you should be responsible to bring this ... to someone's attention, if you noticed an infraction of the published rules and did not bring it forward, then you should be fired. That's the way I interpret it."

Regarding anyone who wants to come forward to report infractions, Pocock said three attorneys have told him that under the constitutional right against self-incrimination, "you are under no obligation to bring forth any information that pertains to you or anyone else.... I wanted to protect the people so that they would know that they were not under any obligation to bring this forward."

Ingram injected, "Which was contrary to published policy."

Pocock said the board had "to change that so that it doesn't say that anymore, because that's

constitutionally incorrect."

Focusing on the positive

"There are some fundamental issues that we must settle on if we're to start forward, again," Pocock said. "First, there's some things we must not do. We must not convey a defeatist attitude on the idea that replacing the chief was not a good (thing) or good for the department or the citizens of the district. Rather, we must always convey a positive public image by maintaining that we are good and we're gonna get better." He cited some positive issues such as the citation for having the best EMT department in the state.

Pocock continued, "We must not do anything that would detract from our ballot initiative for an increased mill levy of 3 mills, which would amount to \$2 a month per \$100,000 assessed market value of our homes. We must never suggest that the recent unpleasantness with Chief Denboske was in any

Grape Crush

Phone to reserve your grapes!



Come by ... learn how to make
Beer & Wine

481-3477

243 Washington St Downtown Monument

The Vanity Box

Hair - Skin
Mani's / Pedi's
Massage

Body Wraps
Ionic Detox
Airbrush Tan

Salon, Spa & Upscale Boutique

We Are Your One Stop Shop

Beautification - Relaxation - Pampering

**ANNOUNCING OUR SECOND
MASSAGE THERAPIST - Larry Heim**
7 years experience - 719-495-4519
Call for an appointment

Walk-Ins Welcome
(719) 481-1763
755 Highway 105, Suites O & P
West End Center - Between Monument and Palmer Lake
www.thevanitybox.com - facebook The Vanity Box

Upscale Boutique

Affordable Clothing, Gifts & Accessories
Glosing Sale Everything Must Go!!

Aug 1-4	30% Off	*Jeans
Aug 8-9	40% Off	*Tops
Aug 10-11	50% Off	*Belts
Aug 15-16	60% Off	*Purses
Aug 17-18	75% Off	*Jewelry

Located in The Vanity Box Salon
755 Hwy 105 - Palmer Lake
Wed - Fri 10am - 5pm Sat. 10am-4pm

Turbo's Mobile

RV Service

Complete service comes to you!

(719) 487-9119

service@turbosrv.com

Awnings, Appliances, Electrical, Solar, LP, Plumbing, Satellites, AV, Hydronic, Parts & Accessories, Trailer Brakes & Lighting, and more...

EAGLE WINE & SPIRITS

I-25 & Baptist Road—Adjacent to King Soopers
Open 9 am to 10 pm Monday-Saturday
10 am to 7 pm Sunday

719-481-0708

- Over 1,100 Varieties of Imported and Domestic Wines
- 500 Varieties and Sizes of Micro, Import, and Domestic Beers
- Fine Cigars • Wide Variety of Spirits • Walk-In Wine Cooler

ST. PETER CATHOLIC SCHOOL

**NOW ENROLLING
PRESCHOOL—7TH GRADE**

- NCA Accredited, State Licensed
- Core Knowledge Curriculum
- Dedicated to Catholic Values
- Saxon Math
- Financial Aid Available
- Highly Qualified Teachers
- Full Day & Half Day Preschool
- Limited Class Size

Call or visit to enroll

Sheila Whalen Principal
Fr. Don Brownstein Pastor

719-481-1855

124 First Street, Monument • www.ucsprr.org

St. Peter Catholic School will provide a Christ-centered education that meets individual student needs and will develop all children spiritually and educationally to become leaders in the church and the world.

Shades of Amber

125 Second St., Monument
719.265.9921
Tue & Thu 10-4
Sat 10-3
www.ShadesofAmber.net

- Custom Window Coverings
- Painted Furniture
- Unique Home Accessories
- Furniture Painting Classes