

copy of that?" Pocock replied, "No sir. It's a confidential report." He also told Slaymaker and the others, "Get your attorney, and Mountain States Employees Council is the people you should sue."

At the July 5 Tri-Lakes board meeting, Pocock said an effort was underway to recall five of the seven district board members in response to Denboske's firing. He said the recall was being led by Denboske, Sibell, and his wife, Dorothy Sibell. Pocock added, "I think what we really ought to do is drain the swamp and recall everybody, so with your concurrence, I will file a recall petition on Bill (Ingram) and Rod (Wilson) and we'll just find some good candidates and see if we can come up with a whole new board."

Pocock also said, "We must not do anything that would detract from our ballot initiative for an increased mill levy of 3 mills." The approximate annual tax increase for a \$400,000 home, using Pocock's approximation of \$2 a month per \$100,000 assessed market value, would be \$96.

Pocock stated, "We must never suggest that the recent unpleasantness with Chief Denboske was in any way predicated on our relationship with Donald Wescott (Fire Protection District) or Palmer Lake (Volunteer Fire Department). We should continue working on mutual assistance with Donald Westcott and Palmer Lake and continue working on defining our similarities or correcting any differences with them, but nothing more."

At this July 5 meeting, Pocock also announced that the district had received a letter from the district's insurance agent, Jeffrey Cunningham of VFIS, stating that board members should not be interfering with on-scene activities during exigent situations because it can endanger the chain of command and increase the probability of injury or accident to paid staff.

Cunningham requested that board members and other untrained citizens be restrained from any involvement with emergency and other dangerous operations. He said the state would not provide any workers compensation coverage if employees are injured while being where they are not supposed to be. Board members and/or other civilians who have involved themselves in an emergency setting are inferring that they do not have confidence in their highly trained district employees, he said.

Cunningham summarized his complaint by noting that these board members or other civilians have the potential for causing a hostile or unsafe work environment for everyone. He added that the officer in charge is the only one on the scene who may issue orders and directions to the paid staff.

At the July 25 Tri-Lakes regular board meeting, Ingram read the following from a letter from Local 4319 of the International Association of Firefighters to the

Tri-Lakes board: "Although we are very pleased with the board's decisions, we question the rationale and motives of Mr. Bill Ingram and Mr. Rod Wilson. They in conjunction with a very minor faction of the community seem to be working hard to continue to create animosity and disharmony within the District. Their actions and accusations present a negative image of our department, officers, firefighters and staff. We respectfully demand that this public disdain of our department stop immediately." There was no definitive explanation of the term "actions and accusations."

Hildebrandt said, "I'm not a union person. I think that some of the public sector unions have ruined this country." He also said that he did not like being threatened by an outside source and that he thought Wilson and Ingram were doing what they thought was best for the district.

At the July 25 meeting, Ingram asked that the board discussion of the email that Pocock sent to four board members before the July 5 meeting be added to the July 5 minutes. Pocock denied sending any emails to the four board members prior to the July 5 meeting requesting them to support the recall all seven board members.

OCN has a recording of the entire July 5 public meeting, including Pocock's July 5 statements about his email and his preference that all seven

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