

**BEULAH FIRE PROTECTION AND AMBULANCE DISTRICT  
BOARD OF DIRECTORS CHIEF REVIEW MEETING No. 229**  
**December 7<sup>th</sup>, 2025 at 1:00 pm**  
**Fire Station #1**  
**8675 Central Avenue, Beulah, CO 81023**

**MINUTES**

The meeting of the Board was held at Fire Station #1 in Beulah, CO.

Board members present were Vice President Mike Smith (Acting President for John Levar who was absent), Treasurer Trina Olson, Secretary Kathy Moore, and Member at Large John Sartoris. Also in attendance was Chief Bryan Ware.

**1. CALL TO ORDER.**

Vice President Mike Smith called the meeting to order at 1:04p.m.

**2. APPROVAL OF THE AGENDA.**

*Motion was made by Trina Olson to approve the agenda as is, seconded by John Sartoris. Motion carried with no objections.*

**3. NEW BUSINESS.**

**a. Executive Session as per Section 24-6-402(4)(f) C.R.S for a personnel matter, to conduct Beulah Fire Protection and Ambulance District Chief Bryan Ware's Annual Performance Review**

**i.** Executive Session waived by Chief Bryan Ware.

**ii.** The Chief presented a PowerPoint slide show of highlights for the District throughout the year 2025. Once the slide show was completed, Chief Ware dismissed himself after asking any Board members if they had questions, and then Vice President Mike Smith asked all the Board Members present for their input on Chief Ware's performance for the year 2025.

**b. Discussion of potential raise for Chief Ware for 2026**

**i.** All present Board members came to the agreement that Chief Bryan Ware met the requirements for his annual review for 2025. With discussion of Chief Ware going above and beyond his required duties, the Board agreed to give Chief Ware an 8% raise for 2026.

**c. Discussion of potential raise for Firefighter/EMT-IV Hunter Richardson for 2026**

**i.** As a result of the discussion of the proposed salary raises for Firefighter/EMT-IV Hunter Richardson and the CWDG personnel Michelle Smilanich and Dylan Levar, the Board agreed to give Firefighter/EMT-IV Hunter Richardson a 5% raise in line with the two CWDG personnel who will also get a 5% raise paid by CWDG.

**8. MOTION TO ADJOURN:**

*Motion to adjourn was made by Trina Olson, seconded by John Sartoris. Motion carried with no objections.*

Meeting adjourned at 2:08pm.

Kathy Moore  
Secretary, Board of Directors  
Beulah Fire Protection and Ambulance District