

TRINIDAD AMBULANCE DISTRICT BOARD OF DIRECTORS
MONTHLY MEETING

June 24, 2026

Attendance: Zachary Shapiro, Joe Richards, Tom Murphy, Audra Garrett, Lynette Bates, Chief Moreno, Deputy Chief DeTray, Barbara Fisk, Andrew Ringel via Zoom

SUBJECT	DISCUSSION																								
Call to Order/Pledge	Meeting was called to order at 4:37pm by Zachary Shapiro.																								
Roll Call/Proof of Quorum	There was a quorum with five (5) board members in attendance.																								
Adoption of Agenda	MOTION adopt the agenda as presented was made by Audra Garrett. SECOND: Tom Murphy YEA: Zachary Shapiro, Joe Richards, Tom Murphy, Audra Garrett, Lynette Bates NAY: ABSTAIN: The agenda adopted as presented.																								
Review Minutes	MOTION to approve the May 27, 2026 meeting minutes as presented was made by Joe Richards. SECOND: Lynette Bates YEA: Zachary Shapiro, Joe Richards, Tom Murphy, Audra Garrett, Lynette Bates NAY: ABSTAIN: The May 27, 2026 minutes were approved as amended.																								
Director & Operations	Chief Moreno presented the following information. <u>Financial Overview</u> <table><tr><td>General Fund</td><td>\$2,422,266.83</td></tr><tr><td>Enterprise Fund</td><td>\$1,836,042.41</td></tr><tr><td>Total Cash on Hand</td><td>\$4,257,309.24</td></tr></table> <table><tr><td>Net Income General Fund</td><td>\$679,790.58</td></tr><tr><td>Net Income Enterprise</td><td>\$341,392.18</td></tr><tr><td>Net Income YTD</td><td>\$1,021,182.76</td></tr></table> <u>2026 May Billing Performance</u> <table><tr><td>Total EMS Trips (not calls for svc)</td><td>174</td></tr><tr><td>Gross Charges</td><td>\$524,957</td></tr><tr><td>Average Charge/Trip</td><td>\$3,107</td></tr><tr><td>Collections</td><td>\$34,453</td></tr><tr><td>Cash/Trip</td><td>\$198</td></tr><tr><td>Net Collections Rate</td><td>8.2%</td></tr></table>	General Fund	\$2,422,266.83	Enterprise Fund	\$1,836,042.41	Total Cash on Hand	\$4,257,309.24	Net Income General Fund	\$679,790.58	Net Income Enterprise	\$341,392.18	Net Income YTD	\$1,021,182.76	Total EMS Trips (not calls for svc)	174	Gross Charges	\$524,957	Average Charge/Trip	\$3,107	Collections	\$34,453	Cash/Trip	\$198	Net Collections Rate	8.2%
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Grants. AFG –denied

OelIII Grant final payment of \$115,000 has been invoiced.

EMTS 2027 Grant awarded pending Statement of Work

Naloxone Project is still pending.

Rural Health Transformation Program application information was released on June 18, 2026 and closes August 3, 2026 at 11:00am. The state of Colorado was awarded \$200,105,604.17 in budget year one alone. This is a five-year funding program. Applications will not be accepted after the first year. We have been planning and will partner with our RETAC to procure a mobile education vehicle, establish whole blood availability, establish and IFT multi-agency transport system and extend the Naloxone Project, to name a few items.

Whole Blood Initiative. Working with Dr. Branney and the Whole Blood Coalition on funding. Looking to TAD to manage the southern region blood program/grant. Blood To Go is a backup plan but would cost approximately \$45,800 so would require grant funding.

Competitive Pay Rates. Like most EMS agencies nationwide, TAD has a difficult time remaining fully staffed. In order to be more competitive in the hiring arena, employees received a raise January 4, 2026 and another June 21st creating a 9% total increase in 2026. Although not required, the District follows minimum wage standards, currently \$15.16/hour. Discussion included the possibility of an anonymous Employee Engagement Survey. It was noted that employees seem to be most interested in the work-life balance hence the current 48/96 shift schedule. Other topics discussed included, no On Call shifts and dedicated IFT crew(s).

Legislative Updates. The Treatment-In-Place Bill, HB26-1069 was signed into law by Governor Polis on June 2, 2026. Medicaid will begin paying for the new services January 1, 2027. HB26-1238 Designating Emergency Medical Services as Essential was signed by the governor on May 5, 2026.

Some of the events of the last month include the Las Animas County Sheriff awarding crew members and off-duty personnel who responded to a residential structure fire with Medals of Honor for their service. Chief Moreno and several crew members were invited to and attended a luncheon at the Trinidad Inn Nursing Home and are planning a field trip to the station for residents. He informed that board of an individual who is planning an ecclesiastical sanctuary within Las Animas County and is filing to opt out of all emergency services.

Chief Moreno shared data, both state and national, on EMS headlines, ambulance crashes, EMS provider safety incidents, EMS closures, funding challenges and staffing shortages.

The following documentaries were recommended viewing:

- *The Crew Table* - <https://www.youtube.com/@Crewtable/featured>
- *Into the Unknown* (Paramedic Documentary)
- *Honorable But Broken: EMS in Crisis* (System Awareness Documentary)
- *Code 3* (Feature Film Highlighting EMS Life)

Deputy Chief DeTray was unable to attend the meeting as he also responded to a 9-1-1 call. Barbara Fisk read his report to the board. For the month of April 2026:

Inter-Facility Transfers	35 (2 were double)
Parkview Medical Center:	21
UCHealth Memorial Central:	12
Anschutz Medical Denver:	1
Parkwest Medical Center:	1

Transports Delayed	5
Crew committed to active transfer:	1
Anschutz until 0800 for oncoming crew:	1
Active 9-1-1 within county:	1
Multiple concurrent 9-1-1- calls:	1
Crew Assessment Low:	1 ER ultimately canceled

Emergent Transfers:	1
Requiring RN:	3
June IFT Miles	6,924

Year-to-Date Statistics	
IFT	162
YTD IFT Miles	26,733

Mobile Integrated Health/Community Paramedic Program. Contract negotiations with Health Solutions to assist with Crisis response continue. Talks continue with Rocky Mountain Health Plan. Deputy Chief DeTray traveled to hospitals in Colorado Springs and Pueblo last week for MIH outreach covered by the OeHI Grant.

Staffing. Hired one full-time EMT and one part-time (PRN) EMT, who is processing through Field Training Orientation.

Fleet. Five trucks are in service. One is out due to AC issues.

Summary. TAD experienced a modest increase in overall call volume during June while maintaining consistent inter-facility transport operations. Staffing levels continue to improve with the addition of both full-time and PRN personnel. Rural Transformation Funding projects remain active, and fleet availability remains strong with five frontline units available for service.

Unfinished Business

Public Perception Campaign. Audra Garrett appreciates the reports provided to the board and believes the information creates a positive impact on the community.

Public Comments

None.

New Business

District Health Insurance Renewal. Having been provided results of the 2026 Benefits Insights benchmarking report which included 166 peer employers in the Ambulatory Health Care Services industry (Mountain region, 25-49 employees). The overall takeaway is that TAD “provides a solid and competitive benefits foundation.” The board was also provided the benefits renewal packet prepared by Vida Benefits. Audra Garrett is to provide additional resource information for the district to investigate.

MOTION to table decision on the topic until the July 22, 2026 meeting was made by Audra Garrett.

SECOND: Tom Murphy

YEA: Zachary Shapiro, Joe Richards, Tom Murphy, Audra Garrett, Lynette Bates

NAY:

ABSTAIN:

The District Health Insurance Renewal topic will be revisited at the July 22, 2026 board meeting.

South Region Healthcare Coalition Radio Purchase. The South Region Healthcare Coalition reached out to the district offering additional funds needing to be spent by June 30, 2026. Chief Moreno is requesting spending authority to purchase 5 radios from Triple C Communications written estimate total \$19,716.00 which the district would be reimbursed. **MOTION** to authorize Chief Moreno to purchase 5 radios from Triple C Communication for \$19,716.00 the funds for which will be reimbursed by the South Region Healthcare Coalition was made by Lynette Bates.

SECOND: Audra Garrett

YEA: Zachary Shapiro, Joe Richards, Tom Murphy, Audra Garrett, Lynette Bates

NAY:

ABSTAIN:

The District will purchase 5 radios from Triple C Communication for \$19,716.00 the funds for which will be reimbursed by the South Region

Healthcare Coalition.

Executive Session

MOTION to adjourn into executive session for the pursuant to § 24-6-402(4)(b), C.R.S., for a conference with the District's special counsel for the purpose of receiving legal advice on specific legal questions related to the District's service plan followed by § 24-6-402(4)(f), C.R.S. for annual review of Executive Director performance was made by Audra Garrett.

SECOND: Tom Murphy

YEA: Zachary Shapiro, Joe Richards, Tom Murphy, Audra Garrett,
Lynette Bates

NAY:

ABSTAIN:

RETIRED INTO EXECUTIVE SESSION AT 5:39pm

RETURNED TO REGULAR SESSION AT 6:23pm

No action having been taken on any items during the executive session the following attendees returned to regular session: Zachary Shapiro, Joe Richards, Tom Murphy, Audra Garrett, Lynette Bates, Chief Gabriel Moreno, Deputy Chief David DeTray, Barbara Fisk, Legal Counsel Andrew Ringel. Deputy Chief DeTray and Barbara Fisk excused themselves from executive session prior to the Executive Director performance review.

Adjourn

MOTION to adjourn was made by Joe Richards.

SECOND: Audra Garrett

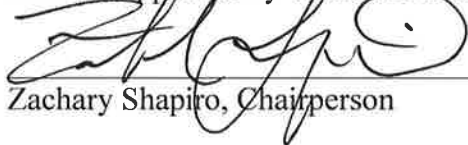
YEA: Zachary Shapiro, Joe Richards, Tom Murphy, Audra Garrett,
Lynette Bates

NAY:

ABSTAIN:

The meeting adjourned at 6:23pm.

Minutes approved by Trinidad Ambulance District Board of Directors July 22, 2026.



Zachary Shapiro, Chairperson

