

districts are sufficient.

**Medical leave policies**

Although Wescott has historically offered its employees maternity/paternity leave, there hadn't been any formalized, written policy. Court asked the board to discuss and accept two official medical leave policies and introduced a new pregnancy and childbirth accommodation to employees for the board's approval.

DWFPD has less than 50 employees, so it does not need to follow strict Family Medical Leave Act (FMLA) procedures, but Burns said it's important to offer similar medical leave options to employees. After receiving input from the staff, Court made the following policy suggestions that were all unanimously approved by the board:

- Maternity/Paternity leave, which includes adoption and foster care, provides all employees with two weeks of paid

leave to bond with the child(ren). Female employees can receive an additional four weeks paid leave to recover from the physical effects of childbirth.

- Medical leave policy provides 12 weeks of unpaid leave to employees whose physician has recommended the need for a work absence.
- A new pregnancy and childbirth policy states that all pregnant employees or those who have returned from work after recent childbirth are considered the same as a disabled employee and will be provided reasonable accommodations.

**Station 2 conflict of interest endorsed**

During the Nov. 14 meeting, the board directed Court to finalize easement agreements with Forest Lakes North developer Classic Homes, enabling

it to place a sign onto district-owned property. See <https://ocn.me/v18n12.htm#dufpd>. At this meeting, Court said there is an additional easement issue between the district and Mountain View Electric. He surprised the board by saying his firm represents both the district and Mountain View, but assured members of the board he would be negotiating on behalf of Wescott.

**Chief's chili cookoff for charity**

The Wescott district will be represented at Fan Fest on June 28 in downtown Colorado Springs to compete in the chili cookoff. The competition raises funds for Muscular Dystrophy. Assistant Chief Ridings will try to best his sec-

ond-place finish in the challenge. For more information, see <https://ppihc.org/fan-fest-fans/>.

The meeting adjourned at 8:58 pm.

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There will be no June meeting, so the next Donald Wescott fire district meeting is scheduled

for July 16 at Station 1, 15415 Gleneagle Dr. Meetings are usually on the third Tuesday of each month. For information, call Executive Administrator Stacey Popovich at 488-8680 or see [www.wescottfire.org](http://www.wescottfire.org).

Allison Robenstein can be reached at [allisonrobenstein@ocn.me](mailto:allisonrobenstein@ocn.me).

*Tri-Lakes Monument Fire Protection District, May 22*

# Standards of coverage discussed and solutions explored

By Natalie Barszcz

At the TLMFPD board meeting May 22, standards of coverage were discussed at length, and the board brainstormed short- and long-term solutions to the accelerated population growth of the district.

**Standards of coverage**

As a result of the Master Plan recommendations, the board brainstormed future fire station placement based on standards of coverage. The district must decide what percentage of its territory it should be able to reach within four minutes, and whether it should use National Fire Protection Association (NFPA) Standard 1710 or 1720 (career or volunteer). Right now, TLMFPD can reach 22 percent of properties in the district in four minutes, but Chief Chris Truty asked the board to consider what that goal should be for the future.

Truty said that after discussing the possibility of a more comprehensive detailed "station location study" with Dan Qualman of Emergency Services Consulting International (ESCI), he was advised that it would not be as useful as an "architectural detailed study on the components of a station" since the study conducted by ESCI had already gone above and beyond what clients normally receive. The Master Plan document is now available for viewing or download at <http://tlmfire.org/news>.

Truty and the board agreed that the biggest hurdle will be finding the correct locations for all the district's stations to increase the standard of coverage for residents, taking into account that additional

roads and bridges will likely be added in the future, changing traffic patterns. A fourth station would provide an increase in the number of residents receiving a four-minute standard of coverage, however a percentage of rural and suburban residents will never receive "urban" response times. Existing stations may also need to move in the future to better meet the four-minute standard for the increase in development. See [www.ocn.me/v19n5.htm#tlmfpd](http://www.ocn.me/v19n5.htm#tlmfpd).

Treasurer John Hildebrandt reminded the board that only 3 percent of their calls are fire related, while the majority of calls are in response to medical situations. The board also discussed how to create a temporary ambulance-only facility on the south side of TLMFPD to supplement EMS responses before the fourth station "campus" including fire, EMS, and administration offices, is built.



## Monument Hill Kiwanis, Tri-Lakes Chamber of Commerce, & the Town of Monument



### present An Independence Day Celebration "Pioneer Days"

Wednesday 3 July 2019

7:00 pm - midnight

**Barn Dance** — Sibell's Barn, 3 2nd Street, Monument, CO

Tickets at the Door

Thursday 4 July 2019

7:00 am - **Palmer Lake Fun Run** - Palmer Lake - July4FunRun.com

7:00 am-10:00 am

**Pancake Breakfast** - Tickets at the Door

St Peter Catholic Church - Jefferson St & Lincoln St

8:00 am - 3:00 pm

**Tri-Lakes Chamber of Commerce Street Fair** - 2nd Street and Washington Street

8:00 am - 12:00 pm - **Car Show & Kids Zone**  
Monument Community Presbyterian Church

9:30 am - **Monument Hill Kiwanis Children's Parade**  
Downtown Monument

10:00 am - 12:00 pm

**Monument Hill Kiwanis 4th of July Parade**  
Downtown Monument

10:00 am - 6:00 pm

**Family Friendly Beer Garden** - Limbach Park

Noon - 6:00 pm

**Live Music** - Limbach Park

7:00 pm - **Bands & Concessions** - Palmer Lake

Dusk - **Palmer Lake Fireworks** (Conditions Permitting)

**NOTICE:** Parade spectators are encouraged to come early, park at Lewis Palmer High School, and ride the bus to and from downtown Monument. Bus Rules: no dogs and please collapse strollers

**Inbound** to Monument: 7:00 - 10:00 am **Outbound** from Monument: 11:00 am - 3:00 pm



- Bee's Knees Embroidery
- Colorado Sports Center
- Monument Ice Rinks
- El Paso County Sheriff
- Hanson HotSpring Spas
- Home Depot
- Jackson Creek Senior Living
- Monument US Post Office
- Monarch Merchandising
- Tri-Lakes Disposal
- Tri-Lakes Printing



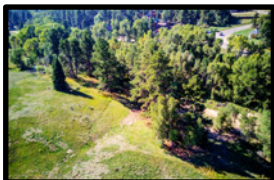
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Offered at \$99,000



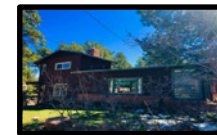
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Offered at \$585,000



★ 245 Corso★  
Palmer Lake

The mountains meet the desert in this modern Santa Fe style home! Softly sculpted southwestern architecture located in the coveted "Glen". Designer paints & textures! Spend Chilly evenings in front of the wood-burning FP as you watch the snow fall on Mt. Chautauqua! Enjoy the summer entertaining in the fully landscaped yard. Upper level master suite w/ 5-piece bath, walk-in closet, & private balcony! The Palmer Lake lifestyle is 2nd to none!  
Offered at \$425,000



**COMING SOON**  
★ 563 Greeley Blvd★  
Palmer Lake

2 beds, 2 baths, 1 car garage! Corner lot, slice of heaven! Beautifully renovated with quality craftsmanship! Glen Park cabin with workshop space in basement.  
Offered at \$349,000

★ 252 Shady Lane★  
Palmer Lake

Gorgeous setting needs special someone to envision a future for this bldg. site! Water & Sewer taps! Active creek across street! Current structures must be demolished.  
Offered at \$140,000