



**Minutes of the Regular Meeting of the Board of Directors
April 1, 2022**

The Special Meeting of the Eagle County Health Service District occurred on April 1, 2022 at 8:45 a.m.; at 1055 Edwards Village Blvd., Edwards, Eagle County, Colorado, in accordance with the applicable statutes of the State of Colorado.

The following Directors were present and acting:

Attending In-Person:

Jeff Babb
Dr. John "Chip" Woodland
Mark Bergman
Janet Bartnik
Dan Smith

Eagle County Health Service District Staff in Attendance In-Person:

Jim Bradford, CEO/COO
Will Dunn, Chief Clinical Officer
Katie Coakley, PIO/Communications Specialist
Michelle Gennett, Human Resources Manager
David Miller, Community Paramedic
Scott Homlar, Paramedic Supervisor
Becky Cohen, Paramedic
Sarah Braucht, Office Coordinator

Public in Attendance In-Person:

Coby Cospers, Deputy Police Chief at Avon Police Department
Chris Lindley, Executive Director at Eagle Valley Behavioral Health
Erin Ivie, Executive Director at SpeakUp ReachOut
Doug Cupp, Fire Chief at Greater Eagle Fire Protection District
Birch Barron, Director of Emergency Management at Eagle County

CALL TO ORDER

The Special Meeting of the Board of Directors of Eagle County Health Service District was called to order by Mr. Bergman on April 1, 2022 at 8:45 a.m. noting a quorum was present.

WELCOME PUBLIC

The Board welcomed the public members in attendance to assist with the CEO candidate interviews.

PUBLIC COMMENT

No public comment.

CONSIDERATION OF CHANGES TO THE AGENDA

No changes to the agenda.

Overview of CEO Finalist Interview and Selection Process

Mr. Bergman welcomed the staff and community stakeholder panelists and thanked them for helping out today. Ms. Bartnik thanked everyone for their participation in the CEO interview process. The head recruiter from Strategic Government Resources (SGR), Bill Peterson, gave an overview of the day and explained the interview binders and procedures. Ms. Gennett also reviewed the process for the day and to leave your binders when done. Interviews will take place from 9 a.m. to noon with an hour allotted for each candidate. Then, each panel will review the candidates amongst themselves from noon to 12:30 p.m. Lunch will be served 12:30 - 1 p.m., after which the Board will receive recommendations from the panels and make their final CEO candidate selection.

Individual Finalist Interviews

Interviews took place with Shannon Gollnick, Brandon Daruna, and James (Jim) Winham. Candidate questions covered topics such as personal characteristics, diversity, problem solving, managing people, leadership, ethics, innovation, and judgment.

Search Committee and Panel Feedback

Mr. Babb convened the discussion portion of the meeting at 1:03 p.m. The community stakeholder panel presented their impressions first. Coby Cosper said that all the candidates were impressive. He felt that Mr. Winham was not a good fit for the organization and that he wants to enjoy our community and maybe not lead. The group felt Mr. Gollnick was very intelligent, has a lot of experience, and has worked a lot of large events. However even though he is well educated, Mr. Gollnick is not quite ready for the CEO role yet and lacks strategic vision. The community panel thought Mr. Daruna was very impressive, engaging, and open in his conversation about failure and learning from those experiences. Mr. Daruna was good at giving his "why" about leading the District as CEO. The community stakeholder panel felt that Mr. Daruna was the best fit for the organization. Doug Cupp noted that all the candidates spoke very highly of the District's community paramedic program. Chief Cupp commented that Mr. Winham spoke a lot about retirement and that Mr. Gollnick is good at solving problems, but he doesn't understand our culture. Chief Cupp felt that Mr. Daruna understands our cultural leadership and vision. Erin Ivie was put off that Mr. Winham didn't ask any questions about the community panel members and their relationship to the District. Mr. Gollnick has a passion about the community paramedic program, but is not ready to be a CEO yet. Ms. Ivie liked that Mr. Daruna addressed the behavioral and mental health

challenges in Eagle County. Birch Barron thought that Mr. Daruna was the only candidate who understood the EMS vision of the District.

The staff interview panel had a similar set of results as the community stakeholder panel. Mr. Bradford thought that Mr. Winham is technically qualified for the CEO position, but may not know how to move the organization forward. Mr. Bradford said the staff panel had a “hard no” for Mr. Gollnick. In the interview, he was cynical and sarcastic which rubbed the panel the wrong way. They felt he had good ideas, but was very unprofessional. Mr. Bradford said that Mr. Daruna has extensive leadership experience and the panel appreciated his familiarity with Colorado EMS connections. They felt Mr. Daruna’s existing relationships would make his transition easier into the organization, but that he might have a slight learning curve adjusting to our larger size of operations from his current position in Gilpin County. Mr. Dunn thought that Mr. Gollnick was sabotaging himself with his answers and that he misread the comfort of the situation. Mr. Dunn doesn’t want Mr. Gollnick to represent the District in any sort of setting.

Ms. Gennett reviewed the feedback from last night’s CEO candidate meet and greet. Mr. Daruna was rated the best and Mr. Winham and Mr. Gollnick were scored fairly similarly. Attendees thought Mr. Winham had good experience, was polished and a nice person, but they were concerned about his longevity and ability to move the organization forward. The group thought Mr. Gollnick deeply cares for paramedics, but he doesn’t fully understand the challenges of living and working in Eagle County. Attendees thought Mr. Daruna was humble, relaxed, and very focused on the welfare of crews, but that coming to Eagle County may be a big leap and they were concerned about his lack of community paramedic experience.

Board Discussion of CEO Finalists and Selection of CEO

The Board offered their impressions of the candidates. Mr. Woodland commented that the Board had a completely different interview experience with Mr. Gollnick than the community and staff panels. He said that Mr. Winham is not a good fit with the organization and Mr. Daruna would fit in very well with the District’s culture. Mr. Bergman said that Mr. Daruna stood out and optimized the role of CEO in that he has great people and organization skills. He thinks Mr. Daruna will embrace the lifestyle in Eagle County. Mr. Smith echoed the other Board members' thoughts. Mr. Daruna’s connection to Colorado pushed him to the top of Mr. Smith’s list and that he is moving up in the right direction coming to Eagle County. Ms. Bartnik noted that Mr. Daruna was already a frontrunner for her through the whole CEO search process. She commented that Mr. Gollnick was super smart, but the District needs an empathetic and compassionate leader. Mr. Babb said it is the job of the Board to pick the best leader of leaders. Mr. Winham has had an amazing career and Mr. Babb enjoyed his interactions with Mr. Gollnick, but Mr. Daruna is the right choice to lead and represent the District.

With all three interview panels in agreement, Ms. Bartnik made a motion to direct staff to start negotiations with Brandon Deruna for the CEO position. Mr. Woodland seconded the

motion. Motion passed unanimously. The Board applauded the efforts of all the interview panels and the vetting process through SGR.

EXECUTIVE SESSION

Ms. Bartnik made a motion to enter into Executive Session pursuant to Colorado Revised Statute §24-6-402(4)(e), for determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators concerning the CEO contract. Mr. Bergman seconded the motion. Motion passed unanimously. The Board entered into Executive Session at 1:37 p.m..

The Board reconvened at 2:28pm

Discussion and Board Action Relating to Matters Discussed in Executive Session

A motion was made by Mr. Bergman to authorize Directors Bartnik and Smith, and the Human Resources Manager, to negotiate and finalize the contract terms with the selected CEO, Brandon Deruna, pursuant to the terms discussed by the Board, and for those Board Members, the Human Resources Manager and the District’s general counsel to finalize the employment agreement, and for Ms. Bartnik to sign the employment agreement. Ms. Bartnik seconded the motion. Motion passed unanimously.

Adjournment

There being no further business to come before the Board, Mr. Smith made a motion to adjourn the meeting. Mr. Woodland seconded the motion. Motion passed unanimously.

RESOLVED to adjourn the Regular Meeting of April 1 2022 at 2:30pm.

Respectfully submitted,
Secretary for the Meeting
Sarah Braucht

Approved: Board of Directors

