



**RESOLUTION # 2023-14**

**DE BEQUE FIRE PROTECTION DISTRICT (DFPD)  
GARFIELD AND MESA COUNTIES  
De BEQUE, COLORADO**

**A RESOLUTION ADOPTING AN ELECTRONIC MAIL POLICY**

**WHEREAS**, the DFPD (District) is a quasi-municipal corporation and political subdivision of the State of Colorado; and

**WHEREAS**, political subdivisions of the State of Colorado that operate or maintain an electronic mail (“e-mail”) communications system are required under Section 24-72-204.5, C.R.S. to adopt a written policy regarding monitoring of e-mail communications and the circumstances under which such monitoring will be conducted; and

**WHEREAS**, Section 24-6-402(2)(d)(III), C.R.S., provides that if elected officials subject to Sections 24-6-401 and 24-6-402, C.R.S. (collectively, the “Colorado Open Meetings Law”) use e-mail to discuss pending legislation or other public business among themselves, the e-mail shall be subject to the requirements applicable to public meetings; and

**WHEREAS**, the DFPD Board of Directors (“Board”) wishes to set forth its policies for (i) monitoring of e-mail communications from, to and among District personnel; (ii) use of the District’s e-mail systems; and (iii) use of e-mail by the Board to discuss pending legislation or other public business for purposes of complying with the public meetings requirements of the Colorado Open Meetings Law that are applicable to e-mail.

**NOW, THEREFORE, BE IT RESOLVED** by the DFPD Board of Directors, as follows:

1. District E-mail System Use and Monitoring.

(a) District Systems. The District’s e-mail system is a business tool owned and paid for by the District for use by employees of the District and the Board (collectively “System Users”). The e-mail system is designed to facilitate the District’s business transactions and is limited to communications solely related to District business-related subjects. The e-mail system is not to be used for communications of a personal, private, or non-business matter or nature.



(b) Private Systems. System Users shall use the District’s e-mail system for sending and receiving all e-mail related to District business and affairs. The use by employee System Users of private e-mail systems to conduct District business is strictly prohibited, with the exception of receiving occasional or inadvertent e-mail, which will be answered only through the District’s e-mail system. The District shall provide no support to System Users who use private e-mail systems to conduct or discuss District business, and shall not reimburse any costs associated with such use of private e-mail systems, including damage to hardware or software resulting from District-related e-mail sent or received by private e-mail systems. Use of private e-mail systems may subject such systems and related computers and hardware to discovery orders, seizure, search and inspection in the event of litigation and public records requests.

(c) Monitoring. The District may periodically monitor, audit, and review e-mail messages sent and/or received over the District’s email system at any time. The use of authorization passwords by System Users should not be construed as creating a private communication medium. All computer passwords must be divulged to the system administrator and the use of unauthorized or undisclosed passwords is strictly prohibited. System Users shall not attempt to access any system to which they are not authorized. The e-mail system should not be used to solicit outside business ventures or political, religious or other personal causes. All messages on the e-mail system can be traced to their author even after they are “deleted.” All e-mail messages are subject to discovery orders in litigation matters. Additionally, correspondence in the form of e-mail may be a public record under the public records law and may be subject to public inspection under Section 24-72-203, C.R.S. E-mail is an extension of the workplace. As such, abusive or inappropriate e-mail sent and/or received by System Users may be governed by the District’s personnel and ethics policies and may subject employees to the disciplinary policies of the District, up to and including termination. By using the District’s e-mail system, the System User expressly consents to the District’s monitoring policy, agrees to comply with all limitations on the use of the e-mail system, and understands that the e-mail system is not a private communication medium.

2. E-mail Between Elected Officials. Section 24-6-402, C.R.S., requires that certain e-mail among elected officials that discusses pending legislation or other public business shall be considered a public meeting. If required by Section 24-6-402, C.R.S., the District Secretary shall post a public notice of an ongoing e-mail meeting among Board members subject to the Colorado Open Meetings Law. Such notice shall inform members of the public of the ability to attend such e-mail meeting by having their names added to the distribution list. The public notice of the ongoing e-mail meeting shall provide the general topics of discussion and shall be updated as new topics become the subject of e-



mail correspondence subject to the Colorado Open Meetings Law among Board members. To facilitate attendance by the public, the District Secretary shall keep a distribution list of all persons wishing to attend such e-mail meetings. If required by the Colorado Open Meetings Law, copies of e-mail correspondence among Board members subject to such State law shall be provided to the District Secretary and forwarded to persons on the e-mail distribution list. The District Secretary shall promptly mail a copy of such correspondence by U.S. Mail to persons on the distribution list who do not have e-mail capability. The District Secretary shall keep a printed copy of all e-mail subject to the provisions of the Colorado Open Meetings Law among Board members, which shall be available for public review. Any correspondence between Board members in the form of e-mail may be a public record under the Public Records law and may be subject to public inspection under Section 24-72-203, C.R.S. No policy, position, resolution, rule or regulation shall be approved, or formal action shall be taken via e-mail. Directions regarding implementation of policies, positions, resolutions, rules or regulations and direction to staff regarding administrative matters shall not constitute approval of a policy, position, resolution, rule or regulation or formal action.

3. Interpretation. If any policy set forth herein conflicts with any other policy adopted by the Board, the policy contained herein shall control.

4. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

5. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval by the Board.

APPROVED AND ADOPTED this 12<sup>th</sup> day of September, 2023 by the De Beque Fire Protection District Board of Directors



DE BEQUE FIRE PROTECTION DISTRICT

By Annette Tanner  
Annette Tanner, District Board President

ATTEST:

By Melanie Hansen  
Melanie Hansen, District Board Secretary

