

**CONFIRE**

STAFF REPORT

DATE: September 22, 2026

FROM: Dan Harker, Administrative Committee Chairperson

TO: CONFIRE Board of Directors

SUBJECT: Executive Director Contract – Nathan Cooke

Recommendation

Accept and file the Administrative Committee approved Executive Director contract with Nathan Cooke.

Background Information

The Administrative Committee established a sub-committee to negotiate the Executive Director Contract with Nathan Cooke. The sub-committee, Chair Chief Harker and Vice Chair Chief Sessler, completed their negotiation with Nathan Cooke. The Board of Directors appointed Chairperson Lynne Keenedy to review the negotiated contract and to provide feedback to the sub-committee accordingly. Together with legal counsel, Chiefs Harker and Sessler presented an employment contract to the Administrative Committee in Closed Session during the July 21, 2026, meeting.

As reported out from Closed Session, the Administrative Committee “approved the hiring of Nathan Cooke as the Executive Director, with a July 25, 2026, effective date” and requested that legal counsel make two final revisions to the Executive Director Contract and bring the Executive Director Contract back to the Administrative Committee for approval in Open Session.

The revisions were made as requested by the Administrative Committee, reviewed by Chairperson Kennedy, and accepted by Nathan Cooke.

The Administrative Committee unanimously approved the final Executive Director contract that included the revisions, with Nathan Cooke on August 25, 2026.

Financial Impact

Salary and benefits provided for in the Contract are already included in the 2026/2027 budget.

- Placement at Salary Range E85B, Step 16: \$340,891.20; and
- Other benefits provided pursuant to the Exempt Compensation Plan

Attachments

Executive Director Contract