

## DINO A. ROSS Attorney at Law

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### Biography

Dino Ross is the head of Ireland Stapleton Pryor & Pascoe, PC's Special Districts Practice Group. He serves as general counsel or special counsel to Fire Protection Districts, Fire Authorities, Ambulance Districts, Park and Recreation Districts, and emergency dispatch agencies. He serves as special counsel to municipal fire departments.

On a daily basis, he advises Boards and management on issues relating to the Colorado Governmental Immunity Act; the Colorado Open Records Act; budget and finance laws; financing mechanisms, such as lease-purchase agreements, bond issuances and certificates of participation; TABOR and Gallagher Amendment issues; regular and special election rules and procedures; all aspects of negotiating and drafting contracts and intergovernmental agreements with vendors, contractors and other public entities; construction contract negotiation and drafting; equipment warranty claims; insurance coverage issues; inclusions/exclusions of property and related boundary issues; all aspects of regular and special Board meeting procedures; transactions involving the purchase, sale or lease of real property; organizing, merging or consolidating special districts; creating an Authority; and all aspects of litigation support.

Further, Mr. Ross helps employers navigate the often complex aspects of public and private employment law. On a daily basis, he advises and assists public and private employers, including special districts, in all aspects of employment law, including hiring or appointment of employees and volunteers; day-to-day employment and benefit issues; developing or up-dating employment related forms, job descriptions and manuals; employment agreements, non-competition agreements, non-disclosure agreements and severance agreements; corrective and disciplinary actions, up to an including termination; and, all aspects of employment related litigation and administrative proceedings. He has represented employers in defending charges of discrimination, retaliation or harassment filed with the Colorado Civil Rights Division and the Equal Employment Opportunity Commission. Mr. Ross also has represented employers in wrongful discharge and non-competition actions.



### Practice Areas

Special Districts

Employment

### Education

University of Colorado, Boulder  
J.D., 1991

University of California at Irvine  
B.A. Philosophy Major, English  
Minor, 1987

### Admissions

Admitted to practice in Colorado

## **Dino A. Ross** **Attorney at Law**

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Mr. Ross is a regular speaker at the annual Colorado State Fire Chiefs Leadership Conference on emergency services issues, such as collective bargaining, governmental immunity, emergency responder liability, volunteerism, boundary realignments, consolidations/mergers/fire authorities, board meeting procedures and workforce performance management. He also is a regular speaker at the annual Special District Association conference on issues generally affecting special districts, such as pending or recently enacted legislation, FLSA compliance, board-management relations and litigation-related issues. He also presents seminars to special public and private groups, associations and organizations on a wide-range of employment law topics, including such issues as HR audits, FLSA, FMLA, ADA, CADA and Title VII compliance, workplace investigations, workplace violence and employment contracts. Mr. Ross also conducts employee-training seminars on personnel handbooks and workplace diversity/sensitivity training.

### **Memberships**

- Colorado State Fire Chiefs (CSFC)
- Special District Association (SDA)
- Colorado Bar Association

### **Media**

- Featured in "Practice Dovetails Private, Public Service", *Law Week Colorado*, December 8, 2014