



## DINO A. ROSS

Director

---

### BIOGRAPHY

#### Employment Law

Dino Ross represents public and private employers in all aspects of employment law, including hiring or appointment of employees and volunteers; day-to-day employment/benefits issues; developing or updating employment related forms, job descriptions and handbooks; employment agreements, non-competition agreements, non-disclosure/confidentiality agreements and severance agreements; corrective and disciplinary actions; and, all aspects of employment related litigation support and administrative proceedings.

He has represented employers in defending charges of discrimination, retaliation and harassment filed with the Colorado Civil Rights Division or the Equal Employment Opportunity Commission, wrongful discharge claims, and non-competition actions.

Several times each year, Mr. Ross presents seminars to public and private groups, associations and organizations on a wide-range of employment related topics, including such issues as HR audits, FLSA, FMLA, ADA, ADEA, CADA, Colorado Wage Orders, and Title VII compliance, workplace investigations, workplace violence and employment contracts. He also conducts employee training seminars on personnel handbooks, effective workforce management, employment "best practices" policies and procedures, and workplace diversity/sensitivity training.

### ATTORNEY HIGHLIGHTS

#### PRACTICE AREAS

- Employment
- Special Districts

#### EDUCATION

- University of Colorado Boulder (J.D., 1991)
- University of California at Irvine (B.A. Philosophy major, English Minor, 1987)

#### MARTINDALE-HUBBELL RATING

- AV Peer Review Rated

#### CONTACT

- P 303.628.3686
- E [dross@irelandstapleton.com](mailto:dross@irelandstapleton.com)

## DINO A. ROSS (CONTINUED)

---

### Special Districts

Dino Ross is the head of the firm's Special Districts Practice Group. He serves as general counsel or special counsel to Fire Protection Districts and Fire Authorities, and Park and Recreation Districts. He also 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 affecting special districts; 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; and, all aspects of special district litigation support.

### AFFILIATIONS

Member: Special Districts Association (SDA); SDA Legislative Committee; Colorado Parks and Recreation Association (CPRA); Colorado State Fire Chiefs Association (CSFCA), Fire Marshals Association of Colorado (FMAC); Colorado Bar Association (CBA); Society of Human Resource Managers (SHRM); Colorado Human Resource Association (CHRA).