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## RECORD OF PROCEEDINGS

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Mountain Recreation Metropolitan District – November 17, 2021 Meeting Minutes

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**Minutes of the Regular Meeting  
Of the Board of Directors  
Mountain Recreation Metropolitan District  
November 17, 2021**

The regular meeting of the Board of Directors of the Mountain Recreation Metropolitan District, Eagle County, Colorado, was held on November 17, 2021, at 6:00pm, in the Gypsum Recreation Center, 52 Lungren Blvd, Gypsum, Colorado, and via Zoom platform, in accordance with the applicable statutes of the State of Colorado.

**Attendance** The following Directors were present and acting:

- Liz Jones
- Mike McCormack
- Mikayla Curtis
- Tom Pohl
- Chris Pryor (attending remotely)

Also in attendance were:

- Janet Bartnik, Executive Director
- Anna Englehart, Superintendent of Recreation Programs
- Scott Robinson, Superintendent of Business Operations
- Scott Ruff, Superintendent of Facilities
- Cat Olson, Human Resources Manager
- Eddie Campos, Marketing and Communications Manager
- Lizzy Owens, Community Engagement Manager
- Brad Johnson, Facility Supervisor – Edwards
- Megan Carter, Outdoor Programs Supervisor
- Ron Fano, Spencer Fane
- Ken Marchetti, Marchetti and Weaver
- Kris Miller (attending remotely)
- K. Halloran (attending remotely)

### **1. Call to Order**

The regular meeting of the Board of Directors of Mountain Recreation Metropolitan District was called to order by Chairperson Jones on November 17, 2021, at 6:01pm, noting a quorum was present to conduct business.

### **2. Changes to the Agenda**

Director Jones requested the addition of discussion of a date for a special meeting to plan All Access Rec next steps to the end of the business items.

### **3. Executive Session**

Director Jones moved to adjourn to Executive Session pursuant to CRS 24-6-402(4)b legal matters to confer with legal counsel regarding the four intergovernmental agreements in

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place with the Town of Gypsum. Director McCormack seconded the motion. It was unanimously approved to enter executive session at 6:03pm.

The Board returned from executive session at 6:49pm.

#### 4. Minutes

Director Curtis moved to approve the October 20, 2021, minutes as presented. Director Pryor seconded the motion. It was unanimously

RESOLVED to approve the October 20, 2021, meeting minutes as presented.

#### 5. Public Input and Presentations

Director Jones asked for anyone from the public wishing to share comments with the board to do so at this time.

Ms. Kris Miller (Edwards) stated that she read a recent *Vail Daily* article focused on Mountain Rec's discussion of in-district and out-of-district rates and would like to know where out-of-district disadvantaged kids mentioned in the article live. She stated that the board should seek to understand why voters voted NO on All Access Rec and should take adequate time to reconsider the ballot, not returning the issue to the ballot immediately. She emphasized that employee housing is a concern in the community now and would be a concern for the District should it grow and need more employees to operate expanded facilities.

Director Jones thanked Ms. Miller for her comments. She stated that the board has not made any decisions related to the ballot issue.

#### 6. Business

##### a. User Group Agreements

Ms. Bartnik stated that Mr. Johnson had worked with each of the 2021 user groups to negotiate agreements for 2022 except for the Vail Mountaineers and Vail Valley Lacrosse Club (VVLC). The Mountaineers Agreement governs the fall and winter season use of the Eagle Pool and Ice Rink and was approved in July 2021. A lacrosse collaboration MOU is included later in the agenda that establishes a different relationship with VVLC. User group agreements with The Cycle Effect, Three Rivers Little League, Vail Valley Soccer Club, and YouthPower365 were presented to the board for consideration.

Director Pohl thanked Mr. Johnson for his work.

Director Curtis stated that she appreciated the emphasis on partnership displayed in the agreements. She asked if the Vail Valley Soccer Club's cooperation on soccer equipment, which has appeared in years prior, was not yet resolved. Mr. Johnson stated that the cooperation on goals was listed in case equipment replacement was needed and that the Club had replaced goals as needed.

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Director Pohl moved to approve the 2022 User Group Agreement with The Cycle Effect. Director McCormack seconded the motion. It was unanimously

RESOLVED to approve the 2022 User Group Agreement with The Cycle Effect.

Director Pohl moved to approve the 2022 User Group Agreement with Three Rivers Little League. Director McCormack seconded the motion. It was unanimously

RESOLVED to approve the 2022 User Group Agreement with Three Rivers Little League.

Director Pohl moved to approve the 2022 User Group Agreement with Vail Valley Soccer Club. Director McCormack seconded the motion. It was unanimously

RESOLVED to approve the 2022 User Group Agreement with Vail Valley Soccer Club.

Director Pohl moved to approve the 2022 User Group Agreement with YouthPower365. Director McCormack seconded the motion. It was unanimously

RESOLVED to approve the 2022 User Group Agreement with YouthPower365.

#### **b. FY 2022 Budget Adoption**

Director Jones stated that the public hearing opened in the October meeting had been continued to this meeting. She asked staff to present the recommended budget. Ms. Bartnik summarized changes in the recommended budget from the budget presented in October.

Director Pohl stated that the District seeks to fund programming and services outside of taxpayer funding. The District has a grant writer and fundraiser who is responsible for seeking other funding sources.

Ms. Bartnik stated that Director Curtis has asked several questions about the Schedule of Fees and Charges that reminded staff that understanding the schedule is difficult for those who do not work with it every day. She stated that staff would work on the Schedule's language to provide greater clarity.

Director Curtis also requested that the word "Fund" be added to the Gypsum Capital Replacement line to improve clarity that the Gypsum and Eagle lines are contributions to shared capital replacement funds. The Edwards Field House replacement schedule is modeled but does not have a segregated replacement fund.

Ms. Bartnik stated that fund balance reserve discussed in October at \$3 million was reduced to \$2.5 million to provide for a positive net unrestricted fund balance.

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Ms. Olson presented the FY 2022 pay grade and range chart, noting that the ranges include a cost-of-living adjustment (COLA) of 5%, which is in addition to the 3% 2021 midyear COLA that moved ranges toward 2021 market levels. Certain positions were moved into new grades to align with market conditions and local competition.

She asked if there were any comments from the public regarding the proposed budget.

Ms. Miller asked for the total number of residential units in the District. Mr. Marchetti stated that Eagle County provides that and that he is happy to send that to Ms. Miller. She noted that there has been an increase in administration expense of 53% from 2019 to 2022, while the entire budget has increased about 12%. She asked why the administration costs have risen that much when the projected property tax increase to 2024 has been projected to be 40%. She noted that personnel costs increased 37% from 2020 to 2022 and wanted to understand whether those personnel costs were funded by tax dollars to support the November 2021 ballot issue. She asked for information regarding a donor cultivation line item funded at \$11,500 that appears to use taxpayer funding to support a privately held nonprofit. She noted that election expenses for FY 2021 were \$91,000 and asked why election cost for FY 2022 were set at only \$20,000.

Director Jones stated that the Administration Division expenses are reflective of the business operations superintendent, community engagement manager, and administrative assistant salaries added since 2019.

Discussion ensued related to 509a supporting organizations established solely to support public charities such as Park Foundations.

Director Jones closed the public hearing.

Director Jones asked the Board to consider the Budget Adoption Resolution, which includes setting the mill levy, the Schedule of Fees and Charges, and the Pay Grade and Range Scale.

Director Pryor asked to meet with staff regarding the use of the parking lot by food vendors after the meeting.

**i. FY 2022 Budget Adoption Resolution**

Director Pryor moved to approve the FY 2022 Budget Adoption Resolution. Director McCormack seconded the motion. It was unanimously

RESOLVED to approve the FY 2022 Budget Adoption Resolution.

**ii. FY 2022 Schedule of Fees Adoption**

Director Curtis moved to approve the FY 2022 Schedule of Fees with corrections to outdoor pool rates which vary by age, updates to

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gymnastics rates, and adding definition to the parking lot rates listed. Director McCormack seconded the motion. It was unanimously

RESOLVED to approve the FY 2022 Schedule of Fees.

**iii. FY 2022 Pay Grade and Range Chart**

Director Jones moved to approve the FY 2022 Pay Grade and Range Chart. Director Pryor seconded the motion. It was unanimously

RESOLVED to approve the FY 2022 Pay Grade and Range Chart.

**c. Bilingual Incentive Pay Policy**

Ms. Olson presented a bilingual incentive pay policy that establishes bilingual required and preferred positions that receive a differential in pay to compensate employees for use of bilingual language skills. Ms. Olson stated that the positions selected for the initial roll out were limited to the most critical positions. Other positions would be added in the future.

Director Pohl asked if there were consideration of other languages other than Spanish that could encourage more staff with a wider range of languages. The policy proposed does contemplate the addition of more languages as the need to do so is identified.

Director Curtis asked if there was any entity within the county that assesses which language needs are being requested by the community. It was considered that the County might have that data.

Director Pryor asked what happens if a candidate being considered for employment qualifies for the incentive. Ms. Olson shared the process that a candidate would follow.

Director McCormack suggested that this District has a clear need for more Spanish language and this policy provides for a good place to start.

Director Curtis moved to approve the Bilingual Incentive Pay Policy and a \$1 per hour incentive pay amount for bilingual preferred positions beginning January 1, 2022. Director McCormack seconded the motion. It was unanimously

RESOLVED to approve the Bilingual Incentive Pay Policy and a \$1 per hour incentive pay amount for bilingual preferred positions beginning January 1, 2022.

**d. Lacrosse Collaboration MOU**

In an effort to support the sport of lacrosse in the community, staff worked with the Vail Valley Lacrosse Club to design a new and unique service delivery model. An MOU guiding the collaboration was forwarded to the board for consideration.

Discussion ensued related to industry exclusive sponsorships and the impacts of absorption of VVLC's travel lacrosse program.

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Director Pryor encouraged staff to consider quality of sponsorship over quantity to avoid having too many logos on programs and uniforms. He suggested staff could work toward a clean slate of sponsorship offerings since terms of the current agreements are ending in the next year.

Director Pryor recommended that staff prepare for the possibility of the lacrosse program coordinator leaving Mountain Rec with no successor.

Director Curtis stated that the District should be conscious of the culture of youth sports clubs and the parent culture of club sports that will become a part of the District. Director Pryor agreed and added that the youth sports commission had been emphasizing this prior to the pandemic.

Director Pohl stated that he wished to abstain due to his working relationship Stash Lacrosse.

Director McCormack moved to approve the Lacrosse Collaboration MOU with Vail Valley lacrosse Club pending legal counsel review. Director Pryor seconded the motion. It with a vote of 4-0-1, the board

RESOLVED to approve the Lacrosse Collaboration MOU with Vail Valley Lacrosse Club pending legal counsel review.

**e. SOS Outreach Partnership MOU**

A newly revised MOU governing the relationship between SOS Outreach and the District for Outdoor Recreation programming was forwarded to the board for consideration. Ms. Englehart summarized the new agreement terms and relationship.

Director Curtis confirmed that Monument Program would be folded into the Mountain Rec operations under this agreement. Ms. Englehart stated that operating those trips would be at the discretion of the District.

Director Pryor stated that the Monument trips have been very important to the community. Ms. Carter will be conducting a survey to learn more about the program's benefits to the students and families.

Director Pohl moved to approve the Revised Partnership Agreement with SOS Outreach. Director McCormack seconded the motion. It was unanimously

RESOLVED to approve the Revised Partnership Agreement with SOS Outreach.

**f. Other Business**

Director Jones asked board members to review their calendars for availability to host a special meeting to discuss next steps for All Access Rec. The board selected Monday, November 29 to 6pm in the Edwards Field House for the special meeting.

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### 7. Financial Matters

#### a. Financial Statements

#### b. Accounts Payable

Director Jones asked if there were any questions or comments on the October 31 financials or accounts payable report.

Director Jones clarified the public input question regarding election expenses. The \$20,000 budgeted in FY 2022 is to fund a board election in May for the two seats that will be open.

Director Pryor moved to approve the financial statements and accounts payable report as presented. Director Jones seconded the motion. It was unanimously

RESOLVED to approve the financial statements and accounts payable report.

Mr. Marchetti presented information on residential property valuation projections recently received from the County. The projections appear to indicate an ability to potentially fund capital improvements within the existing operating mill levy either on a pay-as-you-go or borrow debt basis. Discussion ensued.

### 8. Staff Reports

#### a. Administration

#### b. Facilities Division

#### c. Recreation Programs Division

### 9. Reports & Info

#### Adjournment

Director Jones moved to adjourn the board meeting. Director McCormack seconded the motion. It was unanimously

RESOLVED to adjourn the meeting at 9:09pm.