
RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – August 16, 2023 Meeting Minutes

Minutes of the Regular Meeting Of the Board of Directors Mountain Recreation Metropolitan District August 16, 2023

The regular meeting of the Board of Directors of the Mountain Recreation Metropolitan District, Eagle County, Colorado, was held on August 16, 2023, at 6:00pm, in the Edwards Field House, 450 Miller Ranch Rd, Edwards, Colorado, and via Zoom platform, in accordance with the applicable statutes of the State of Colorado.

Attendance The following Directors were present and acting:

- Jason Cowles
- Tom Edwards
- Tracy Erickson
- Joanna Kerwin
- Tom Pohl

Also in attendance were:

- Ture Nycum, Executive Director
- Scott Ruff, Superintendent of Recreation Facilities
- Scott Robinson, Superintendent of Business Operations
- Eddie Campos, Marketing & Communications Manager
- Lizzy Owens, Community Engagement Manager
- Brad Johnson, Facilities Supervisor - Edwards
- Sanjok Timilsina, Finance Manager
- Amy Burford, Administrative Assistant
- Ken Marchetti, Marchetti and Weaver
- Robin Thompson, Eagle Valley Trail
- Kevin Sharkey, Eagle Valley Trail

1. Call to Order

The regular meeting of the Board of Directors of Mountain Recreation Metropolitan District was called to order by Director Erickson on August 16, 2023, at 6:00pm, noting a quorum was present to conduct business.

2. Changes to the Agenda

Director Erickson asked for an Eagle pool project update. Mr. Ruff stated that staff recently met with architects for a walk-through of the Eagle facility. Director Erickson requested that an Eagle pool project update be placed on every meeting agenda moving forward. Ms. Owens stated that the District had applied for a grant through Great Outdoor Colorado (GOCO) but was not moved into the next stage of the process. Ms. Owens and Mr. Nycum have scheduled a meeting with a GOCO representative to explore more grant opportunities regarding the Eagle pool project.

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3. Approval of Minutes

Director Erickson asked the board to consider the July 19, 2023 meeting minutes.

Director Erickson moved to approve the July 19, 2023 meeting minutes as presented. Director Kerwin seconded the motion. It was unanimously

RESOLVED to approve the July 19, 2023 meeting minutes as presented.

4. Public Input

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

There was none.

5. Presentations

a. ECO Trails Presentation

The Mountain Recreation Foundation entered into a fiscal sponsor agreement with Eagle Valley Trail in December 2022. Ms. Owens provided the board with an update on the successful relationship between the Mountain Recreation Foundation and Eagle Valley Trail. Ms. Owens explained that all donations are processed through Mountain Recreation Foundation's website or by check. The process ensures that every donor learns about the Mountain Recreation Foundation during each transaction and acknowledgment. Ms. Owens stated that once the Eagle Valley Trail campaign is completed, the Mountain Recreation Foundation will have access to all donor information allowing further communication with them regarding the foundation's efforts. Ms. Owens reviewed the current amount of funds raised and the plan to complete the fundraising campaign in 2024.

Director Kerwin asked for more details about credit card processing fees. Mr. Timilsina confirmed that Eagle Valley Trail is responsible for the credit card processing fees. Kevin explained that Eagle County will install a kiosk along the trail with Mountain Recreation branding to acknowledge the District's support. Mr. Nycum asked which section of the trail was undeveloped. Mr. Sharkey confirmed that the goal is to develop the area between Edwards and Wolcott. Mr. Erickson asked how the future Wolcott development will affect the trail. Mr. Sharkey explained that a paved trail next to a residential development will be valuable considering the future bus stops.

6. Business

a. Budget Direction Items

Staff requested direction from the board on several items used to help build the FY 2024 budget and one request on the FY2023 budget.

- i. FY 2023 & 2024 FT Wellness Benefit
- ii. FY 2024 Compensation plan
- iii. FY 2024 Capital Improvement Plan

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i. FY 2023 & 2024 Full Time Wellness Benefit

In November 2020, the board approved the expenditure of FY 2020 & 2021 funds for a wellness benefit, affording full-time staff the opportunity to purchase wellness, mental health, exercise, or other health-promoting items. The benefit provided to full-time staff was \$800. Qualified part-time staff, those who worked an average of 20 hours or more per week over the previous six months, received a \$400 benefit.

The approved motion in the November 2020 board meeting did not specify if the wellness benefit should be extended beyond FY 2021 so staff did not include the benefit in the FY 2022 budget. In November 2022 the board approved the wellness benefit for the FY 2022 budget. Due to a tight FY 2023 budget, staff opted to remove it from the budget to help accommodate new full-time position requests.

Mr. Robinson explained that if the board approves the wellness benefit in FY 2023 and beyond, the District can use it as a recruitment tool in job postings. He stated that the cost is expected to be approximately \$30,000 in FY 2023 and is estimated to be the same amount in FY 2024 and beyond. Director Pohl explained that the amount of \$800 was chosen because it is similar in value to what local organizations provide as free ski passes to their employees. Discussion ensued between the staff and board members about the purpose of a wellness benefit and if there should be proof of receipt to receive it. Staff shared that wellness has a different meaning to each individual and staff do not want to place any barriers on the benefit. Mr. Nycum voiced his support for the wellness benefit and stated that he believes it will be a good recruitment and retention tool. Director Erickson asked Mr. Timilsina if there is room in the FY 2023 budget. Mr. Timilsina confirmed that it can be included in the FY 2023 budget. Director Cowles voiced his concern about potentially excluding seasonal employees with the hourly requirement. Mr. Robinson stated that staff will review the part-time hourly requirement and make sure all employee groups are given an opportunity to qualify for the wellness benefit.

Director Pohl moved to approve the employee wellness benefit for FY 2023 and future years. Director Edwards seconded the motion. It was unanimously

RESOLVED to approve the employee wellness benefit for FY 2023 and future years.

ii. FY 2024 Compensation Plan

Throughout the years, the District has traditionally completed compensation studies internally, using Employers Council surveys and contacts at local recreation districts, primarily on the Western Slope. In 2018, the board provided direction to ensure the District's pay strategy focused on keeping wages in line

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with current market rates to ensure staff have the financial resources to attract and retain top talent.

Mr. Robinson explained that in May 2023, Cat Olson (former HR Manager) researched cost of living adjustment (COLA) and saw it trending around 3%. Based on last year's board direction to include merit increases, the management team recommended using a 5% salary and wage increase for the FY2024 draft budget which accommodates a 3% COLA and up to 2% merit for staff. Mr. Robinson stated that the current consumer price index in August 2023 showed that the COLA projection is now 4.5%. Staff recommend moving forward with the 3% COLA and up to a 2% merit increase.

Director Erickson voiced his concerns with the percentage split between COLA and merit. He stated that he would prefer to see the merit increase be more impactful. Discussion ensued regarding pay compression and COLA versus merit increases. Director Edwards voiced his support for the proposed compensation plan and expressed that offering wages above market value in future years could serve as a recruitment and retention benefit. The board gave direction for staff to continue FY2024 budget planning with the proposed compensation plan while understanding that the numbers can be adjusted in October.

iii. 2024 Capital Improvement Plan

Staff has completed work on the review of capital projects for FY 2024. The budget includes vehicle and equipment replacements (VERP), contributions to shared capital replacement funds, and funding for capital replacements for those facilities not covered by jointly managed replacement funds (sports complexes, field house, and park spaces).

Mr. Ruff explained that the District would like to retire the Chevy Malibu and purchase a new vehicle and snowplow kit. He stated that the capital fund contributions will remain the same at \$50,000 to both Town of Eagle and Town of Gypsum. He reviewed the planned expenses, such as shade structures, for Wildcat Park and the Eagle Sports Complex. He stated that the Edwards Field House will have multiple improvements including indoor turf replacement, gymnastics enhancements and the roof repainting project. Mr. Johnson explained that staff met with Berry Creek Metro District to request funding for the roof repainting project, and they will discuss the decision in the fall.

b. Other Business

7. Financial Matters

a. Financial Statements

b. Accounts Payable

Mr. Timilsina stated that revenue is favorable to the budget due to investment income, Gypsum Rec Center membership revenue, and Edwards Field House

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facility rentals. Mr. Timilsina explained that Outdoor Rec is unfavorable due to program cancellations and part-time staff wages being higher than anticipated due to full-time staff injuries.

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

RESOLVED to approve the financial statements and accounts payable report.

8. Staff Reports

- a. Administration
- b. Facilities Division
- c. Recreation Programs Division

Mr. Robinson gave an update on the HR manager hiring process. Mr. Ruff stated that concession services are covered for the remainder of the season and request for proposals will be sent out next year for the concessionaire spot at the Eagle Sports Complex. Mr. Robinson shared Ms. Owens's plan for recruiting and increasing the number of volunteer coaches.

9. Reports & Board Communication

Mr. Nycum confirmed details of the board retreat which will take place on September 11th from 12:00 pm – 5:00 pm and will replace the regularly scheduled board meeting which was scheduled for September 18th. Mr. Nycum and board members decided that a second board retreat will take place on October 2nd if necessary. Ms. Owens reminded staff and board members of the upcoming sports gear swap and Fiesta Americas.

10. Adjournment

Director Pohl moved to adjourn the board meeting. Director Edwards seconded the motion. It was unanimously

RESOLVED to adjourn the meeting at 7:28 pm.