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## RECORD OF PROCEEDINGS

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Mountain Recreation Metropolitan District – April 16, 2025, Meeting Minutes

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**Minutes of the Regular Meeting  
of the Board of Directors  
Mountain Recreation Metropolitan District  
April 16, 2025**

The regular meeting of the Board of Directors of the Mountain Recreation Metropolitan District, Eagle County, Colorado, was held on April 16, 2025, at 6:00 pm, 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:

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

Also, in attendance were:

- Ture Nycum, Executive Director
- Scott Ruff, Superintendent of Recreation Facilities
- Erin Leach, People & Culture Manager
- Jamie Wilson, Community Engagement Manager
- Sheryl Staten, Facility Supervisor
- Miriah Clark-Postle, Rec Kids and Active Older Adults Supervisor
- Lucia Yao, Day Camps and Active Older Adults Coordinator
- Brad Johnson, Facility Supervisor
- Anna Englehart, Superintendent of Recreation Programs
- Mike Ingo, Write-in Board Candidate
- Mark Weinreich, Board Candidate
- Katie Coakley, Board Candidate
- Jerry Santoro, Board Candidate
- Cheri Curtis, Marchetti Weaver, LLC
- Ken Marchetti, Marchetti Weaver, LLC

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

Director Cowles called the regular meeting of the Board of Directors of Mountain Recreation Metropolitan District to order on Wednesday, April 16 at 6:00 p.m., noting that a quorum was present to conduct business.

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

The agenda was amended to include a presentation on the Mountain Recreation District Outdoor Rec and Active Older Adult Programs.

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#### 3. Approval of Minutes

Director Edwards motioned to approve the meeting minutes for March 19, 2025.

Director Cowels moved to approve the March 19, 2025, meeting minutes as presented.

Director Kerwin seconded the motion. It was unanimously

RESOLVED to approve the March 19, 2025, meeting minutes as presented.

#### 4. Public Input

Director Pohl mentioned that the Bike Park has a lot of kids out enjoying it and that it was a worthy investment by Mountain Recreation and the partners who made it possible.

Director Kerwin mentioned that, as a member of the public and board member, she is grateful to Board Members Cowels and Erickson for their service on the Board.

#### 5. Presentations

##### a. Chance Ladd Scholarship Candidates

The Board heard presentations from the Chance Ladd Scholarship candidates, all of whom work with Rec Kids program.

- i. Alan Rodell, presented why he should be considered for the scholarship. He explained why he enjoys working at Mountain Rec, including building crafts and being super awesome. He plans on attending Metropolitan State University of Denver to study theater.
- ii. Christi San Diego is a Lewis & Clark College sophomore studying political science. She graduated from Eagle Valley High School in 2023. She says her experience with Mountain Recreation, which fostered a safe space for recreation in her childhood, was impactful. She is grateful for her time growing up with Mountain Recreation and empowering the youth through being part of its programs. Her educational plans include attending graduate school, where she can influence education policy.
- iii. Hayley Bates was unable to attend the meeting.

##### b. Rec Kids & Active Older Adults Program Update

Ms. Clark-Postle, Mountain Recreation's Rec Kids and Active Older Adults Supervisor, provided a recap of what the programs offer through the community and their successes. She noted that they will hire a new licensing specialist for the summer. She explained that CCCAP is accepted at all locations; they are partnering with Habitat for Humanity, Small Champions, Avon Rec and Vail Recreation District. Special guests from the Eagle Valley Library District, CSU Extension Office and Eagle County Animal Shelter are planned for the summer. She noted the Gypsum Recreation Center is the most well-attended facility; it's well-staffed and uses all the indoor and outdoor areas. This summer, the staff is excited for the Eagle Pool to reopen, anticipating a significant jump in registration numbers for Eagle. In Edwards, Ms. Clark-Postle mentioned the new camp room has boosted everything offered for the district's younger campers. There will be

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directors at all three locations this summer. The department continues to offer Kids Night Out and other youth programs. They are exploring new programs such as sewing and baking to elevate offerings.

Moving on to active older adults programming, Ms. Clark-Postle noted that they continue to offer various programs, like pickleball and water coloring classes. She said staff will participate in the Active Older Adult Expo on May 5 in partnership with Vail Health. This year, the Expo will include health screenings and lectures.

Moving forward, she said they are focusing on hiring summer staff and examining how to provide a unique variety of programs for our community's youth and adults.

Director Pohl thanked Ms. Clark-Postle for the presentation and stressed the importance of continuing to focus on the active older adult program.

Director Erickson echoed Director Pohl's comments and said he is grateful to have the youth programs available as they bring the community and kids together.

## 6. Business

### a. Allocation of Funds from the Mountain Recreation Foundation

Mr. Nycum explained that the Mountain Recreation Foundation Board met in March. At that meeting, the Foundation recommended the Mountain Recreation Metropolitan Board allocate \$4,191.52 to provide Youth Scholarships for Mountain Recreation Programs and Volunteer Appreciation activities in FY 2025. Funds were collected at the 2024 Butch Reynolds Memorial Softball Tournament.

Director Pohl moved to distribute the \$4,191.52 in the Mountain Recreation Foundation funds for Youth Scholarships for Mountain Recreation Programs and Volunteer Appreciation activities in 2025. It was unanimously

RESOLVED to approve the Mountain Recreation Foundation allocation of \$4,191.52 to be used for Youth Scholarships and Mountain Recreation Programs and Volunteer Appreciation activities.

### b. Update and Discussion on the Gypsum Creek Recreation Area Master Plan

Mr. Nycum shared that the Town of Gypsum has held recent meetings, including two community input meetings, to update the Gypsum Creek Recreation Area Master Plan. The original concept was to rebuild the original pool for \$11.9 million. After discussions with the Town of Gypsum, Mountain Recreation and the Town of Gypsum, the town is looking at building a splash pad area on the south side of the Gypsum Recreation for approximately \$4.9 million. The process is being led by the Town of Gypsum, which includes completing a community survey and an update in May to determine a potential ballot question to assist in funding the master plan

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project. The Town of Gypsum may request additional financial support in the future. Mr. Nycum explained that the advantages of including the splash pad in the Town of Gypsum's proposal include reduced subsidies and staffing needs for the district.

Director Edwards, who also serves as a Gypsum Town Councilmember, shared that the town could look for up to a 1.5% sales tax increase. The Town of Gypsum has the lowest municipal sales tax in the county.

#### **c. Proposed Vacation Time-Off Structure and Recognized Holidays for Full-Time Employees**

Ms. Leach provided information on opportunities for Mountain Recreation to be an 'employer of choice' through updated vacation time-off and holiday increases. She presented information about benefits for retention and how Mountain Recreation can do better while reflecting on positive workplace culture and increasing applications for available positions. Ms. Leach reviewed comparable local governments, special districts and other organizations to showcase opportunities for improved quality of life benefits. She mentioned the overall reason many potential candidates look for other jobs is the benefits. She noted that Mountain Recreation has an average tenure of 4.1 years, and retention is approximately 81% with the district intending to be above 85%. Staff is proposing a change in the vacation structure for increases after two years, with 15 days and up to 50 days after 10 years. Staff is also proposing adding Christmas Eve as a holiday and two floating holidays.

Ms. Leach said future analysis will include reviewing sick time, sabbatical leave, benefit shares, employee housing and a volunteer program. These adjustments could improve work-life balance, increase flexibility and improve Mountain Recreation's ability to be a more competitive employer.

Director Edwards said he wants Mountain Recreation to be an 'employer of choice'. He expressed budgetary concerns but encouraged the district to move forward with the proposed changes.

Director Pohl appreciated the idea of increasing the two floating holidays and holiday time for those staying beyond five years, as he wants to keep the best employees around. He said hiring and training employees can be challenging. He also noted an opportunity for the benefit shares.

Director Erickson questioned whether increasing vacation time would require hiring additional staff. He also expressed concerns about covering extended vacations for employees with five weeks off. He asked for a full benefit package review and noted that employee payouts over 10 years could be costly.

Director Cowles supported increasing the gap from zero to two to five years and reviewing sabbaticals in the future.

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Director Kerwin encouraged bringing it to a future board meeting when the newly elected members are sworn in.

Board Candidate Jerry Santoro expressed that the current board has the vision and knowledge of the organization to decide on the recommendations made by staff at the meeting.

Ken Marchetti with Weaver and Marchetti, LLC, explained the increase could eventually cost the district approximately \$28,000 annually.

Director Pohl motioned to adopt the proposed recommendations for an increase in vacation time-off, including Christmas Eve and two floating holidays, to begin July 1, 2025. Director Edwards seconded it. It was unanimously

RESOLVED to approve staff recommendations for increasing vacation and holiday time to begin July 1, 2025.

Director Erickson and Kerwin abstained.

#### **d. Other Business**

Mr. Nycum shared that the district has hired Karen Murphy as its new financial manager. She will begin on April 28.

#### **7. Financial Matters**

Mr. Marchetti spoke to the board about “bill.com” as a tool to improve efficiencies in accounts payable. He explained he and Ms. Curtis are continuing to learn the district’s financial process and timing variances. Overall, the budget and expenses are favorable.

Mr. Nycum presented the financials of March 2025 YTD.

As of March 2025, district expenses are \$270k under budget due to timing. Capital expenses are also under budget, but many projects are scheduled to begin later in the year. Revenue is \$95k above projections, driven by higher property tax revenue. Camp registration opened in March, so revenue aligns more closely with the budget.

Director Edwards motioned to approve the presented financial statements and accounts payable report. Director Kerwin seconded the motion. It was unanimously

RESOLVED to approve the financial statements and accounts payable report.

#### **8. Staff Reports**

None

#### **9. Reports & Board Communication**

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Director Pohl appreciated the updated marketing information in the staff report, which included information on upcoming activities/events, allowing the Board to share information with the community. He also commended the Gypsum Recreation Center staff for working hard and increasing participation.

**10. And**

**11. Executive Session**

Director Edwards motioned to move into Executive Session – pursuant to C.R.S. 24-6-402(4)(e) to develop negotiating positions regarding a potential Splash Pad at the Gypsum Recreation Center and Executive Session - pursuant to C.R.S. 24-6-402(4)(f) to discuss final terms of Executive Director Contract Amendment. Director Kerwin seconded the motion. It was

RESOLVED to move into Executive Session – pursuant to C.R.S. 24-6-402(4)(e) to develop negotiating positions regarding a potential Splash Pad at the Gypsum Recreation Center and Executive Session - pursuant to C.R.S. 24-6-402(4)(f) to discuss final terms of Executive Director Contract Amendment.

Director Edwards recused himself for the Splash Pad discussion.

**12. Consider motion to approve the terms of amendment to Executive Director's employment agreement**

Director Pohl made a motion to approve the terms of the Amendment to the Executive Director's Employment Agreement as presented. Director Kerwin seconded it. It was unanimously

RESOLVED to approve the Amendment to the Executive Director's Employment Agreement.

**13. Adjournment**

Director Cowles moved to adjourn the board meeting. Director Erickson seconded the motion. It was unanimously

RESOLVED to adjourn the meeting at 8:25 pm.

*The next regular meeting of the Mountain Recreation Metropolitan District Board will be held on Wednesday, May 21, 2025, at 6:00 p.m. in the Gypsum Recreation Center.*