
RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – September 17, 2025, Meeting Minutes

**Minutes of the Regular Meeting
of the Board of Directors
Mountain Recreation Metropolitan District
September 17, 2025**

The regular meeting of the Board of Directors of the Mountain Recreation Metropolitan District, Eagle County, Colorado, was held on September 17, 2025, at 6:00 pm, in the Gypsum Recreation Center, 52 Lundgren Blvd, Gypsum, CO 81637, 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 (Via Zoom)
- Tom Edwards
- Tom Pohl
- Jerry Santoro
- Mark Weinreich

Also, in attendance were:

- Ture Nycum, Executive Director
- Scott Ruff, Superintendent of Recreation Facilities
- Erin Leach, People & Culture Manager
- Jamie Wilson, Marketing & Community Engagement Manager
- Karen Murphy, Finance Manager (via Zoom)
- Lauren Saunders, Facility Supervisor
- Michael Graff, Facility Coordinator
- Brad Johnson, Facility Supervisor
- Anna Englehart, Superintendent of Recreation Programs

1. Call to Order

The regular meeting of the Board of Directors of the Mountain Recreation Metropolitan District was called to order by Director Edwards on September 17 at 6:01 p.m., noting that a quorum was present to conduct business.

2. Changes to the Agenda

None

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3. Approval of Minutes

Director Edwards asked the board to consider the minutes from the August 20, 2025, meeting minutes.

Director Santoro made a comment about the minutes page 3, 'Community Meeting'

Director Santoro moved to approve the August 20, 2025, meeting minutes as presented. Director Pohl seconded the motion. It was unanimously

RESOLVED to approve the August 20, 2025, meeting minutes as presented.

4. Public Input

Director Pohl made a comment about the GRC maintenance week.

Congratulations, Mike and Lauren, on the deep clean at the Gypsum Recreation Center.

5. Presentations

a. Update on Mountain Recreation Aquatics Program

Mr. Ruff recognized the aquatics team during the 2025 summer recap with a presentation featuring photos and team members. Over the summer, approximately \$117,830 worth of summer passes were sold, along with \$88,250 in daily admissions. In total, the aquatics program generated \$113,691 in revenue for 2025, with 70 aquatic staff members recruited. June was the busiest month, and the busiest day was July 5, 2025, with 533 people attending.

Mr. Ruff also discussed the Gypsum Creek Pool, which was only open on weekends. Attendance there was significantly impacted by the opening of the Eagle Pool. He plans to meet with the Town of Gypsum to begin discussions about the future of the Gypsum Creek Pool and what the long-term plan might be.

Ms. Englehart shared details about the summer aquatic program. Twenty pool attendants were hired, and 10 of them became certified. There were 12 swim instructors over the summer, with 7 planning to continue through the year. Eagle had 143 swim program registrations, Gypsum had 78, and the swim team had 144 registrations. Additionally, there was a swim meet with 25 participants, held across two locations Avon and Eagle Vail.

Ms. Leach addressed the need to increase lifeguard pay to help maintain staffing levels and keep the pool operating. This was an important contributing factor to the summer's success. Mr. Delles noted that the pool's opening went smoothly, thanks to the hard work of all 70 lifeguards. He emphasized that the team performed exceptionally well this summer. Ms. Staten also expressed her appreciation, giving special recognition to Holden Delles and the entire aquatics team for their dedication, life-saving efforts, and outstanding performance.

6. Business

a. District Community Partnership Grant Program

Ms. Englehart shared important details about the eligibility criteria for organizations applying to the Community Partnership Grant Program. She explained that to qualify, organizations must offer recreational programs or improvement projects that expand or enhance recreational opportunities within the Mountain Recreation District. These initiatives need to primarily serve Eagle County residents, demonstrated either by having at least 80% of program participants from Eagle County or by proposing projects that directly benefit and are accessible to district residents.

Inclusivity is a fundamental part of the program. All applicants must ensure their programs are open and welcoming to everyone, without any restrictions based on factors such as race, ethnicity, religion, ability, skill level, or financial means. This aligns with Mountain Rec's commitment to creating equitable access to recreational activities for all members of the community.

Additionally, organizations must be officially registered as Colorado nonprofits in good standing with the Colorado Secretary of State and possess 501(c)(3) tax-exempt status. This ensures the grant supports legitimate, established groups that have a proven track record of serving the community.

Ms. Englehart emphasized that these requirements help maintain a focus on programs that not only provide fun and fitness but also foster social connections, lifelong health, and positive character development in the community. The grants are designed to support organizations that align with Mountain Rec's strategic mission to enrich lives through accessible, diverse, and inclusive recreational opportunities.

For example, the grant has supported programs like Battle Mountain High School's Project Graduation, which offers a safe, supervised celebration for seniors, and Habitat for Humanity's partnership, which helps families access childcare during critical housing development phases. These examples highlight how the program benefits a wide range of residents while promoting health, safety, and community connection.

Director Kerwin made a motion to approve the Community Partnership Grant Applications. Director Santoro seconded the motion. It was unanimously

RESOLVED to approve the Community Partnership Grant Application.

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b. Discuss and Approve the 2026 Wellness Program

Ms. Leach gave us an update on the changes to Mountain Recreation's Wellness Program to make sure it meets the reimbursement rules from our benefits provider, CEBT. These updates are meant to help us keep promoting health and wellness at work, while also making the most of the resources available to support employees.

She explained that if at least 25% of eligible employees take part in the Wellness Program, Mountain Recreation can get reimbursed for 50% of the program's costs up to \$125 per participant each year. If 50% of employees participate, the reimbursement goes up to 75%.

One of the main changes is that all full-time, benefit-eligible employees now need to complete at least one of the Tier One Core Wellness activities. These include a health risk assessment, biometric screening, health coaching, or an annual physical exam. If this requirement is met, full-time employees can earn up to \$1,000 each year to use toward their personal wellness goals. To qualify for the bonus, employees must complete the activity and still be employed by Mountain Recreation on December 1, 2026.

Part-time employees can also earn a wellness bonus. If they work at least 500 hours between December 1, 2025, and November 30, 2026, they will be eligible for a \$200 incentive. While part-time staff aren't covered under CEBT, they're still welcome to join in any of the wellness program activities.

These updates help us stay committed to building a healthy workplace, encourage more employees to participate, and make sure our program continues to grow and benefit everyone.

Director Pohl made a motion to approve the Motion to approve the changes to the Mountain Recreation Wellness Program. Director Weinreich seconded the motion. It was unanimously

RESOLVED to approve the Motion to approve the changes to the Mountain Recreation Wellness Program.

c. Discuss and Approve the 2026 CEBT Benefits Plan

Ms. Leach shared that Mountain Recreation's health insurance premiums with the Colorado Employer Benefit Trust (CEBT) will increase by 17% for 2026. This bigger jump is due to more people using healthcare services again after the pandemic, costly claims for things like cancer and heart care, and rising healthcare costs overall.

These challenges are happening across Colorado and the whole country. Health insurance costs are going up faster than they have in 15 years because of economic factors like changes in trade policies and drug manufacturing.

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Even with the increase, Ms. Leach recommends keeping the same benefit providers and plan options. CEBT is a non-profit and still offers good benefits compared to other plans.

Right now, Mountain Recreation offers three medical plans for full-time employees. Based on current numbers, we expect our total health insurance costs to rise by about \$80,000 next year. Despite this, we are committed to covering 100% of employee premiums with no cost to staff.

We will continue watching these trends and make sure we balance costs with providing quality coverage for everyone.

Director Edwards moved to accept staff recommendations to maintain the current employee benefit plans for full-time Mountain Recreation employees through the Colorado Employer Benefit Trust (CEBT) for the 2026 benefit year. Director Santoro seconded the motion. It was unanimously

RESOLVED to approve staff recommendations to maintain the current employee benefit plans for full-time Mountain Recreation employees through the Colorado Employer Benefit Trust (CEBT) for the 2026 benefit year

d. Compensation Review and 2026 Pay Plan

Ms. Leach explained that Mountain Recreation is planning to give a 5% salary increase in 2026 to help employees keep up with the rising cost of living in Eagle County. Since there isn't a specific cost index for Eagle County, we use data from the nearby Denver-Aurora-Lakewood area, which recently saw a 2.9% increase. The Employment Cost Index for the Mountain region, which tracks wages and benefits, has also gone up by about 3.6% over the past year.

The cost of living in Eagle County is much higher than both the national and state averages, about 58% above the national average and 44% higher than the rest of Colorado. Housing costs are the biggest reason, with prices more than twice the national average. Other everyday expenses like food, transportation, healthcare, and childcare are also more expensive here compared to other places.

Because of these high costs, many employees struggle to cover their basic needs. In fact, more than half of our full-time staff earn less than what's needed to afford a modest lifestyle for a single adult in this area. Even more worryingly, many have families, which means their expenses are even higher.

The 5% raise will help employees keep their purchasing power and make sure their pay doesn't fall behind rising costs. It also helps Mountain Recreation stay

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competitive when hiring and keeping great staff. This raise is similar to what Eagle County government is proposing for next year.

Ms. Leach explained that this increase is part of a bigger plan to keep salaries fair, competitive, and aligned with living costs and market trends. At the same time, the organization wants to stay financially responsible while supporting employee morale and retention in this expensive area.

e. Discuss Proposed 2026 Field Rental Rates

Mr. Nycum shared that he has met with several of the user groups affected by the proposed rental rate changes. He emphasized the importance of pausing to carefully review the analysis and working collaboratively with our clubs and users. The goal is to develop a plan that aligns everyone's interests and reaches a mutual agreement.

Mr. Ruff added that they are presenting three different options for the rate changes. He acknowledged that, regardless of which option is chosen, some pushback from our partners and user groups is inevitable. If a lower rate makes it more affordable for the groups, it's important to start with an hourly or rental rate that balances fairness. The priority is to do right by the clubs and find a reasonable middle ground.

Mr. Nycum stated that the staff recommends not going below \$25 for 2026. He also noted that clubs and organizations understand that rates will increase annually and have been receptive to this.

The director's suggested maintaining the \$25 hourly rate for 2026 but emphasized the importance of informing our partners and organizations as early as possible. These groups have been longstanding partners, and keeping open communication is key to maintaining those relationships.

7. Financial Matters

- a. Financial Summary**
- b. Financial Statements**
- c. Accounts Payable**

Ms. Murphy presented the financials of August 2025 YTD.

Ms. Murphy presented that as of August 2025, expenses are under budget, with operating costs at 66% and capital expenses favorable by over \$1.2 million due to timing at Edwards Field House. Revenues are 86% of the annual target and slightly above budget. The district's cash position remains healthy.

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

RESOLVED to approve the financial statements and accounts payable report.

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8. Staff Reports

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

9. Reports & Board Communication

10. Adjournment

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

RESOLVED to adjourn the meeting at 8.22 pm.

The next regular meeting of the Mountain Recreation Metropolitan District Board will be held on Wednesday, October 15, 2025, at 6:00 pm in the Edwards Field House.