
RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – September 16, 2026, Meeting Minutes

**Minutes of the Regular Meeting
of the Board of Directors
Mountain Recreation Metropolitan District
September 16, 2026**

The regular meeting of the Board of Directors of the Mountain Recreation Metropolitan District, Eagle County, Colorado, was held on September 16, 2026, 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
- Tom Edwards
- Tom Pohl
- Jerry Santoro
- Mark Weinreich

Also, in attendance were:

- Ture Nycum, Executive Director
- Scott Ruff, Superintendent of Recreation Facilities
- Anna Englehart, Superintendent of Recreation Programs
- Erin Leach, People & Culture Manager
- Jamie Wilson, Marketing & Community Engagement Manager
- Karen Murphy, Finance Manager
- Lauren Saunders, Facility Supervisor
- Brad Johnson, Facility Supervisor
- Zyanya Rodriguez, Marketing and Events Supervisor
- Joanna Tellez, Administrative Coordinator
- Matt Kreutzer, Athletics & Sports Supervisor
- Chris Xavier, Athletics & Sports Coordinator
- Chris Parker, Athletics & Sports Coordinator
- Brenda Wyatt, Town of Eagle Resident

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 16 at 6:00 p.m., noting that a quorum was present to conduct business.

2. Changes to the Agenda

None.

RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – September 16, 2026, Meeting Minutes

3. Approval of Minutes

Director Edwards asked the board to consider the minutes from the August 19, 2026, meeting minutes. A proposed change to the time Executive Session was adjourned was discussed.

Director Weinrich moved to approve the August 19, 2026, meeting minutes as presented. Director Pohl seconded the motion. It was unanimously

RESOLVED to approve the August 19, 2026, meeting minutes as presented with one change to the time Executive Session adjourned.

4. Public Input

Brenda Wyatt provided public comments regarding the proposed pickleball courts. She shared that while she supports pickleball and believes Eagle should have dedicated courts for families and the community to enjoy, she has concerns about locating courts too close to residential homes due to noise and the potential impact on property values. She supports finding an alternative location for pickleball courts rather than placing them near Eagle Town Park residences.

5. Presentations

None.

6. Business

a. Community Partnership Grant Program

Ms. Englehart presented the 2027 Community Partnership Grant applications. Sixteen organizations submitted requests for Mountain Recreation grant funding. She explained that the Community Partnership Grant Program recognizes the value of recreational programs, services, and facilities that help build positive character in youth, promote lifelong health and happiness, and reduce social isolation by creating connections throughout the community. All requests were reviewed based on eligibility requirements, including providing recreational programs, services, or improvement projects that expand recreation opportunities within the District. Organizations must serve Eagle County, with at least 80% of program participation coming from Eagle County residents or provide projects that directly benefit and are accessible to Mountain Recreation District residents. Programs must also be available equally to everyone and cannot restrict participation based on race, ethnicity, religion, ability, skill, or financial ability to pay.

Ms. Englehart shared that the Community Partnership Grant Program moved to an annual cycle in 2023 so requests could be presented before Mountain Recreation's approved budget. This allows staff to better plan for community

RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – September 16, 2026, Meeting Minutes

requests and gives local nonprofit organizations greater access to Mountain Recreation facilities, programs, and services. For FY2027, staff reviewed requests from organizations including Access Unbound, Battle Mountain High School, Duchess Ride, Family Learning Center, Gypsum Elementary School, Habitat for Humanity Vail Valley, Mountain Youth, My Future Pathways, Shaw Cancer Center, Skating Club of Vail, The Cycle Effect, Three Rivers Little League, Vail Valley Soccer Club, and Vail Valley Unbound. Staff's total recommended grant awards for FY2027 were \$17,709

Director Edwards motioned to approve the 2027 Community Partnership Grant applications and award \$17,709 to the organizations based on staff-recommended amounts. Director Kerwin seconded the motion. It was unanimously

RESOLVED to approve the 2027 Community Partnership Grants totaling \$17,709 as recommended by staff.

b. Presentation and Discussion on a Youth Sports Assessment and Strategy

Mrs. Englehart, Mr. Kruetzer, Mr. Parker and Mr. Xavier presented on the future of youth sports at Mountain Recreation and explained the reasoning behind the assessment. Youth sports registration peaked at 2,278 participants in 2022 and declined to 1,839 participants in 2025, representing approximately a 19% decline from the peak. Ms. Englehart discussed several trends that may be contributing to the decline, including changing youth demographics, early specialization in a single sport, increased pressure on young athletes to pursue Division I or professional-level sports, and cultural shifts within youth athletics. She also noted that children may not be able to participate in multiple sports because of overlapping seasons and schedules.

Staff reviewed local youth demographic and participation data and discussed how enrollment and participation numbers have continued to decline. Mr. Xavier shared that his camps have helped create strong partnerships throughout the county and have had high youth participation. Mr. Kreutzer identified six strategic priorities moving forward: strengthen Mountain Recreation's identity, continue investing in the participant experience, strengthen community partnerships, support multi-sport participation, continue supporting volunteer coaches, and commit to continuous evaluation. Staff emphasized that Mountain Recreation's philosophy is focused on developing better humans through youth sports rather than creating an elite sports pipeline.

These priorities build on Mountain Recreation's existing foundation and are intended to help the organization remain responsive, intentional, and proactive as the youth sports environment continues to change. Staff discussed continuing to work collaboratively with schools, clubs, and other youth sports organizations to provide opportunities for children at different levels of development. Ms.

RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – September 16, 2026, Meeting Minutes

Englehart also noted the importance of communication with families and explained that text-message reminders are sent to communities to help families stay informed about registration deadlines and opportunities to participate in sports.

c. Discuss and Approve the 2027 CEBT Benefits Plan

Ms. Leach presented the 2027 CEBT Benefits Plan Renewal. PPO5 and PPO6 premiums will increase 16%, HDHP4 premiums will increase 13%, and dental premiums will increase 5%, while vision, life, and AD&D rates will remain unchanged. The preliminary 2027 CEBT budget is \$658,386, compared to \$574,770 in 2026. Staff recommended continuing the current medical plans and deductibles while maintaining 100% employer-paid employee-only coverage and introducing a \$50 per-paycheck employee contribution for dependent coverage. Employee premium contributions are estimated to offset approximately \$19,700 annually, resulting in an estimated net District cost of \$638,686 for 2027. Ms. Murphy explained that staff reviewed comparable organizations and other insurance options and found that Mountain Recreation continues to provide a strong benefit with lower deductibles than many comparable plans. Staff noted that this change is a measured first step toward employee premium sharing while continuing to monitor future healthcare costs.

Director Kerwin moved to approve the 2027 CEBT medical plan offerings and employer/employee premium contribution structure as presented. Director Weinreich seconded the motion. The motion passed unanimously.

RESOLVED to approve the 2027 CEBT medical plans and employer/employee premium contribution structure as presented.

d. Discuss and Approve a proposed Compensation Philosophy and Strategy

Ms. Leach presented the proposed Mountain Recreation Compensation Philosophy and Strategy. She explained that while Mountain Recreation has established salary ranges and historically provided annual compensation adjustments, the District has not had a formal strategy addressing salary ranges, employee progression, cost-of-living adjustments (COLA), market conditions, internal equity, and employee contributions. The proposed strategy establishes a fair, consistent, and sustainable approach to compensation while maintaining competitive wages and supporting employee growth. For 2027, staff proposed a 4% COLA while evaluating salary-range adjustments separately based on market data and organizational needs. Key next steps include separating COLA from salary-range movement, validating salary ranges and midpoints, reviewing employee placement within ranges, establishing a consistent pay progression process, and developing phased adjustments when appropriate. Ms. Leach noted that Mountain Recreation already has pieces of a compensation system, and this strategy would provide a consistent process connecting those pieces.

RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – September 16, 2026, Meeting Minutes

Director Pohl made a motion to table the Mountain Recreation Compensation Philosophy and Strategy. Director Weinreich seconded the motion. It was unanimously

RESOLVED to table the Mountain Recreation Compensation Philosophy and Strategy until October's board meeting.

e. Compensation Review and 2027 Pay Plan

Ms. Leach presented the 2027 Compensation Review and Pay Plan. Staff reviewed several economic and labor-market factors, including inflation, Eagle County's cost of living and affordability, minimum wage trends, market competitiveness, internal equity, recruitment and retention, benefit costs, and the District's financial capacity. Based on these factors, staff recommended a 4% cost-of-living adjustment (COLA) for employee wages and salaries in 2027.

Ms. Leach explained that the Denver-Aurora-Lakewood CPI was 3.9% and is used as a regional reference because there is no CPI specifically calculated for Eagle County. Staff also noted that 45.2% of Mountain Recreation's full-time employees earn below the estimated \$67,836 annual budget for a single adult in Eagle County. The proposed 4% COLA is intended to maintain competitive wages, support employee retention and purchasing power, and remain financially sustainable for the District. Salary-range adjustments will be evaluated separately as part of the compensation strategy and market review process.

f. Discuss and Approve Engagement Proposal from Desert Vista Consulting, LLC to provide 2027 Election Services and act as the District's Designated Election Official (DEO)

Ms. Murphy presented the proposed engagement of Desert Vista Consulting, LLC and Sheila Reiner to provide 2027 Board election services as the District's Designated Election Official (DEO). Ms. Reiner previously served as Mesa County Treasurer and Public Trustee and has over 24 years of public service experience. Her services will include election notices, candidate verification, ballot layout, publications, mailings, ballot verification, and Election Day support from October 1, 2026, through June 3, 2027. Ms. Reiner will also train District staff to support future election administration. The proposed cost for services will not exceed \$10,220.

Director Santoro moved to approve the engagement of Desert Vista Consulting, LLC and Sheila Reiner to provide 2027 Board election services as presented, with one change noted that most work will be completed February 2027 (not 2026) through May 2027. Director Weinreich seconded the motion. The motion passed unanimously.

RESOLVED to approve Desert Vista Consulting, LLC for 2027 Board election services.

RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – September 16, 2026, Meeting Minutes

g. Discussion of Community Engagement Results Regarding Proposed Pickleball Courts at the Eagle County Building in Eagle

Mr. Nycum discussed the proposed pickleball courts at the Eagle County Building in Eagle. Mountain Recreation and the Town of Eagle were approached by Eagle County about sharing construction costs for the project, with options for 4, 6, or 8 courts, as well as no courts. Community feedback was mixed, particularly regarding the location and potential noise impacts on nearby residents. The Board discussed Mountain Recreation potentially contributing one-third of the construction costs but expressed concerns about long-term maintenance, noise complaints, liability, and Mountain Recreation becoming responsible for the facility. Directors Kerwin and Weinreich expressed concerns with the proposed location and whether Mountain Recreation should take on responsibility for the courts. The Board discussed having noise-related concerns and complaints remain the responsibility of the Town of Eagle and Eagle County. At this time it was determined Mountain Recreation should not move forward with supporting Pickleball at the proposed location. Staff will take the Board's feedback back to the Town of Eagle and Eagle County for further discussion.

h. Other Business

7. Financial Matters

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

Ms. Murphy presented the financials for August 2026 YTD.

General Fund expenditures are favorable to budget by \$234,557, while revenues are favorable by \$257,614. Capital expenditures total \$1,214,789, representing 54% of the 2026 capital budget. Overall, most cost centers remain within or favorable to budget.

Director Kerwin 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.

8. Staff Reports

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

9. Reports & Board Communication

10. Executive Session

RECORD OF PROCEEDINGS

Mountain Recreation Metropolitan District – September 16, 2026, Meeting Minutes

Director Edwards motioned to move to Executive Session, pursuant to C.R.S. 24-6-402(4)(e) to discuss the Executive Director role and contract negotiations. Director Weinreich seconded the motion. It was unanimously

RESOLVED to move to Executive Session at 8:42 pm. Executive Session adjourned at 9:30pm

11. Adjournment

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

RESOLVED to adjourn the meeting at 9:31 pm.

The next regular meeting of the Mountain Recreation Metropolitan District Board will be held on Wednesday, October 21, 2026, at 6:00 pm in the Edwards Field House.