

TOWN OF NEDERLAND
BOARD OF TRUSTEES
SPECIAL MEETING MINUTES:
December 10, 2013, 6:00PM

NEDERLAND COMMUNITY CENTER
750 Hwy 72 Nederland, CO 80466

A. CALL TO ORDER

Meeting convened at 6:20 PM.

B. ROLL CALL

Present: Mayor Pro Tem Kevin Mueller, Trustees Randy Lee, Ledge Long, Chris Perret, Annette Croughwell, and Peter Fiori.

Absent: Mayor Joe Gierlach.

Also present: Alisha Reis, Town Administrator, Carmen Beery, Town Attorney, Eva Forberger, Town Treasurer, and Michele Martin, Town Clerk.

C. ACTION ITEMS

1. **Consideration of repealing Resolution 2013-17 Adoption of the 2013 Mill Levy for 2014 (DDA & Town)**

CRS 29-1-108(2) requires the Board to adopt a budget prior to certification of the mill levy. Since the budget was not approved last meeting and the mill levy has to be approved by December 15, this special meeting is being held and Resolution 2013-17, which was approved on December 3, needs to be repealed so that the budget can be approved first. There was no discussion.

Motion to repeal Resolution 2013-17 Adoption of the 2013 Mill Levy for 2014 (DDA & Town) was made by Trustee Lee, seconded by Trustee Long, and approved unanimously.

2. **Consideration of approving Resolution 2013-16 Adoption of the 2014 Budget and**

Appropriations.

Mayor Pro Tem Mueller had compiled a list of questions for staff, which were addressed one by one. Forberger mentioned that she has recently created a new chart of accounts in the new software, which will explain these line items much clearer for next year's budget.

Mueller requested a definition of beautification as it relates to the Town's parks. Mueller said he lives by Chipeta Park and has noticed that the park has lost a lot of trees, and he said he is concerned about the ecology of the park, yet the park received a new sign. He suggested it would have been a good idea to plant some new trees in addition to installing the sign. Trustee Lee said that PROSAB plans to create a management plan for all of the parks. Mueller pointed out that the Master Infrastructure Plan (MIP) relates and affects many other departments and functions of the Town, such as the ecosystem functionality of the parks. Mueller suggested the same professionals putting together the MIP should understand and include these systems as well.

Street lights were discussed and Trustee Long brought up a "nights and kites" initiative in order to minimize street lights and overhead power lines. Mueller suggested maybe some motion sensor lights for security instead of the large metal halo lights on all night long to deter vandals. Staff will look at all the street lights to see what opportunities there are to strategize a plan for essential lights needed for safety and/or ones that may be able to be removed. Reis said that any flicking street lights should be reported to Xcel through their xcelenergy.com site.

Mueller noted the opportunities to reduce energy consumption at the Community Center. Reis commented that as part of the Sustainability Action Plan, Conor Merrigan, the Sustainability Coordinator, has plans to look at all the Town facilities and utility bills to identify system wide issues and advise the Town on what the low-hanging fruit is to be able to address first.

Mueller had several questions regarding a budget breakdown for anticipated office equipment for the utilities plants, how Plant Investment fees are calculated, why a new automated system is expecting more manpower instead of less, and other questions. Reis said she would ask Public Works staff to respond to some of these questions, and others are part of the utilities rate study planned for 2014.

Mueller had submitted some edits and recommendations to the final budget priority goals that he said he felt were ways the Town could demonstrate its willingness to achieve the Board's goals and commitment to the Vision 2020 Statements. Mueller said that if asked by the

community to explain how our budget reflects our commitment to adhere to policy and satisfying the community's vision statements, we should have a clear explanation. He suggested we are lacking that explanation. The recommendations would add approximately \$100,000 to the budget according to the sheets. A few of the Board members said they thought much more discussion was needed for this amount as a last minute inclusion, yet Mueller explained that these recommendations have all been offered up several times in previous meetings, via emails and discussions in workshops, but have been ignored.

A motion to approve the final budget as presented in the packet was made by Trustee Long. More discussion ensued among the Board on an explanation as to how the original budget addresses the Board's goals and Vision 2020, whose responsibility it is to put these recommendations together, revamping the Board's goal setting process, and an apparent communication disconnect between Board members and vague direction given to staff. It was suggested that perhaps these recommendations could be part of the Board's goals for next year. There was no second, so the motion died.

Town Attorney Beery pointed out the need to adopt a budget prior to certifying the mill levy by December 15, and that the budget is changeable. Beery said that monies can be transferable and supplemental appropriations can be made.

The staff year-end bonus idea that was brought up during the December 3 meeting was discussed. Trustee Fiori said it was originally his idea in order to provide an incentive for the Administrator instead of providing the normal raise. Fiori said that Mayor Gierlach took it in another direction to include staff. Fiori said he liked the idea as suggested by Mayor and said he liked the idea of using Mueller's list of recommendations as the incentives bonus list.

A motion was made by Trustee Perret to approve the original budget as presented and during the first week of January to discuss the incentive program in detail. Perret said he felt that if the "correct salaries" were given to employees, there would be no need for a bonus program. There was no second and the motion died.

The Mayor Pro Tem called a brief recess, and then reconvened at 8:24 PM.

Mueller took a straw poll to ask if the Board was in favor of the bonus plan, how much they would like to ask for, what the bonus would be given for and where the money should come from.

The Board appeared to be in agreement to provide bonuses out of the general fund, yet had varied responses on the amounts, ranging from \$10,000 to \$22,000. The conversation switched to the bonus culture perceived with uncertain funding, who gets to make the unbiased decision on who gets a bonus, and which type of bonus: goal-based incentives vs. a percentage of money saved vs. non-monetary recognition for performance. Many of the Board members agreed they need to communicate better with one another, and have a lot of detail to work out in regards to the bonus plan.

Motion to approve Resolution 2013-16 as presented for the Adoption of the Final 2014 Budget and Appropriations for the Town of Nederland and the Nederland Downtown Development Authority was made by Trustee Croughwell, seconded by Trustee Lee and approved by a vote of 4 to 2 with Mayor Pro Tem Mueller and Trustee Fiori opposed.

3. Consideration of approving Resolution 2013-19 Adoption of the 2013 Mill Levy for 2014 (DDA & Town).

There was no discussion.


Motion to approve Resolution 2013-17 Adoption of the 2013 Mill Levy for 2014 (DDA & Town) was made by Trustee Lee, seconded by Trustee Croughwell, and approved unanimously.

D. ADJOURNMENT

Motion to adjourn was made by Trustee Fiori, seconded by Trustee Croughwell, and approved by unanimous voice vote. The meeting was adjourned at 9:15 PM.

Approved by the Board of Trustees.

ATTEST:


Michele Martin, Town Clerk


Kevin Mueller, Mayor Pro Tem

