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# RECORD OF PROCEEDINGS

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## Minutes of the Regular Meeting of the Board of Directors of Bachelor Gulch Metropolitan District July 22, 2020

A Regular Meeting of the Board of Directors of Bachelor Gulch Metropolitan District, Eagle County, Colorado, was held Wednesday, July 22, 2020 at 2:00 pm. MST, via Zoom video.

**Attendance** The following Directors were present and acting:

- Paul Jardis (via video)
- Dale (Dutch) Stortz (via video)
- Constance Irons-Malernee (via video)
- Blair Hayes (via video)

**Also in attendance were:**

- Casey Brunner, Property Owner (via video)
- Mike Trueblood, Village Operations (via video)
- Maureen Crofton, Public Safety (via video)
- Sean Sprague, Bachelor Gulch Metro, Ops Asst Manager (via video)
- Dave Berg, Bachelor Gulch Metro District, Manager (via video)
- Ken Marchetti, Marchetti & Weaver, LLC (via video)
- Debbie Braucht, Marchetti & Weaver, LLC, Secretary for the Meeting (via video)

**Call to Order** The Meeting of the Board of Directors of Bachelor Gulch Metropolitan District was called to order by Chairman Jardis, noting a quorum was present.

**Minutes**

Upon review and by motion duly made and seconded it was unanimously

**RESOLVED** to approve the June 24, 2020 meeting minutes with changes.

Ms. Crofton joined the meeting.

**Public Safety Report**

Stage 1 fire restrictions are in place.

Director Hayes joined the meeting.

**Operations Report**

Mr. Berg gave a report on guardrail installation, new signage and fire mitigation. Director Stortz asked what the life is of the log guardrails. Mr. Berg said they are treated and stained every year so realistically the

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life is fifteen to twenty years. Mr. Sprague added the high-end stain and pressure treating adds years to the life. Mr. Trueblood stated Bachelor Gulch Village Association has money for fire mitigation. Mr. Berg suggested contacting Old Growth Tree Service.

The upstairs has been almost been cleared out and they have some donated furniture so they can add another break room. He has contacted five contractors about adding an additional restroom and they are either too busy at this point or he hasn't gotten any response.

The Colorado Classic bike race has been cancelled because of COVID 19 so there will be no road closures in August.

### **Employee Handbook Changes**

Mr. Berg stated he was proposing four changes to the Employee Handbook.

#### **529 Plan Option**

After discussing the 529 Plan option with Mr. Marchetti he would like to table that discussion for future options.

#### **Life and Accidental Death and Dismemberment Insurance for Spouses**

Mr. Berg is proposing extending the employee life and accidental death and dismemberment insurance, to the spouses of employees. The premiums would be deducted from the employee's paycheck and there would be no cost to the District other than Marchetti & Weaver & HR Plus administrative costs. Upon discussion and by motion duly made and seconded it was unanimously

**RESOLVED** to approve the Life and Accidental Death and Dismemberment insurance for spouses of employees paid 100% by the employees through a payroll deduction.

#### **Vision Plan Change**

Mr. Berg stated the current plan provides for examinations, glasses and contacts every two years and requires the employee to pay out-of-pocket then get reimbursed. He is proposing a change to Plan C which is a network plan, offering examinations, glasses and contacts every year with a small co-pay. There will be an additional cost to the employee and the District because the premiums are shared. He has calculated the additional cost to the District will be just over \$700 per year. Director Jardis asked what the value of the benefit is because it has not been defined by anyone and it's costing the District more

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money. There was discussion and Director Stortz stated he recommends approval. Director Jardis asked if there are employees that need these services every year because it's costing the employee more money, so again what is the cost versus the benefit? Mr. Sprague said he gets contacts every year. Upon motion duly made and seconded in a vote of three in favor and one abstaining it was

**RESOLVED** to approve a change in the vision plan insurance to Plan C for the 2021 insurance budget year.

### **Seasonal Group Insurance**

Mr. Berg stated he has been asking every year since he started if the District's policy can include seasonal employees. When a representative from Colorado Employer's Benefit Trust (CEBT) came and talked to them he told them seasonal employees could be covered under the District's policy now. He did some research and provided some estimates of cost for the Board to review and would like to consider including full-time seasonal employees on the District's insurance. There was discussion of the seasonal employee's current insurance situation. Both employees have, in the past, been covered by their wives' insurance. For one employee that changed recently due to a layoff because of the pandemic. This same employee also lost his other seasonal job early because of the pandemic so he was hired back early by the District. In addition to the additional weeks of employment all employees were paid their full wages for one day every other week not to come to work in order to maintain social distancing. Director Jardis calculated the additional weeks and days of pay resulted in a 20.1% increase in pay for this employee. How does this reflect on the full-time employees who are committed to the District. Will they want a 20% increase in pay too, and when is it enough. Mr. Berg stated Beaver Creek Metro offers this type of benefit to its seasonal employees. Beaver Creek Metro employees are really Vail Resorts employees and Mr. Trueblood commented that there is a threshold of a minimum number of hours you have to work to be eligible. Currently there are no seasonal employees at Beaver Creek Metro they are all full time year-round. Mr. Berg stated he has concerns for future employment because replacing a long-term employee could be difficult. Director Jardis agreed they are valuable employees but in his opinion the District has gone out of its way for these employees like using the trucking company when the District's dump truck was out of service. In his opinion, there is a difference between the seasonal employees and the ones who are committed to the District full-time. Director Stortz stated he would like to continue to look at this. If Beaver Creek is offering this benefit then what are other Metro Districts offering.

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Are we competitive or not, what does the job market look like? A couple of years ago the District gave employees a big mid-year pay increase so what does a complete package look like. Director Stortz stated he would like HR Plus to provide objective information for a complete package. Director Jardis agreed there has been too much contradictory information. This discussion was tabled for more complete information.

### **Financial Statements**

Mr. Marchetti stated financials are tracking with what was expected after adjusting for COVID 19 changes. There was discussion of the upcoming ski season and importance to Vail Associates and everyone affected.

The Budget Committee and Mr. Berg will begin the 2021 budget process for adoption at the October meeting.

Mr. Trueblood left the meeting.

### **Accounts Payable**

After discussion and by motion duly made and seconded it was unanimously

**RESOLVED** to approve and ratify the accounts payable list as presented.

### **Adjournment**

There being no further business to come before the Board, upon motion duly made and seconded it was unanimously

**RESOLVED** to adjourn the meeting of the Bachelor Gulch Metropolitan District Board of Directors held July 22, 2020

Respectfully Submitted,



Secretary to the Meeting