
RECORD OF PROCEEDINGS

Minutes of the Special Meeting of the Board of Directors of Bachelor Gulch Metropolitan District January 24, 2023

A Special Meeting of the Board of Directors of Bachelor Gulch Metropolitan District, Eagle County, Colorado, was held Tuesday, January 24, 2023 at 2:00 pm. MST, via Zoom video.

Attendance: The following Directors were present and acting:

- Russ Coburn
- Michael DeMane
- Linda Flanders
- Blair Hayes
- Mike Leeds

Also in attendance were:

- Hugh Fairfield Smith, Greater Eagle Fire PD and Eagle Valley Wildland
- Ken Fellman and Colleen McCroskey, Kissinger & Fellman, PC
- Maureen Crofton, Bachelor Gulch Public Safety
- Sean Sprague, Bachelor Gulch Metro, Ops Asst Manager
- Dave Berg, Bachelor Gulch Metro, Manager
- Ken Marchetti & Kenji Nakata, Marchetti & Weaver, LLC
- Debbie Braucht, Marchetti & Weaver, LLC Secretary for the Meeting

Call to Order

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

Consideration of Agenda

No changes were made to the Agenda.

Public Comment

There was no public comment.

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

RESOLVED to approve the December 15, 2022 meeting minutes as presented.

Intergovernmental Agreement with Eagle River Fire Protection District for Wildland Fire Mitigation

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Mr. Fairfield-Smith, representing Eagle Valley Wildland (EVW) through Eagle River Fire Protection District, reviewed the Intergovernmental Agreement (IGA). The Agreement would authorize EVW to take on all contractual needs, management and oversight of the wildfire mitigation projects in the Bachelor Gulch area in 2023. EVW would provide these services for a contribution of one-hundred thousand dollars (\$100,000). Mr. Fairfield-Smith reviewed the details of the 2023 mitigation efforts and answered questions. He added once initial mitigation is done then there will be ongoing maintenance which will be much easier and likely Bachelor Gulch Metro Operations employees will be able to do. There was discussion of the only contractor to submit a bid and the investment they have made in machinery just for the area's mitigation. He is also working on a commitment with Beaver Creek and Arrowhead. Once that has been done, he will be able to negotiate a price because there will be a lot less mobilization when all 3 areas can be done at the same time. Upon discussion and by motion duly made and seconded it was unanimously

RESOLVED to approve the Intergovernmental Agreement with Eagle River Fire Protection District for wildland fire mitigation in 2023 and the one-hundred thousand dollar (\$100,000) contribution.

Mr. Fairfield-Smith left the meeting.

By-Laws The Board reviewed and discussed the redline change to the By-Laws. The Board directed legal counsel to send out a revised draft for review and consideration at the February meeting.

Mr. Fellman & Ms. McCroskey left the meeting.

Routine Accounts Payable List

Upon review and by motion duly made it was unanimously

RESOLVED to approve the Routine Accounts Payable List.

Public Safety Report

Ms. Crofton asked the Board if the new summary format of the report was satisfactory and they replied it was.

There was discussion of the Bachelor Gulch Village Association (BGVA) requirement to register your dog in Bachelor Gulch. Several Board members stated they were unaware of the requirement even though they have lived in Bachelor Gulch for quite some time. There have been incidents with dogs biting people and the owners could not be identified. She added there is a 3-

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strike rule in Bachelor Gulch but if the owner cannot be identified it doesn't work.

Because the meeting was running long, items on the Agenda that require Board approval were moved up on the Agenda.

Inflationary Bonus

Mr. Berg provided a memo regarding the Inflationary Bonus with the approval of the Personnel Committee, who recommended the full 2023 budgeted Relief/ Inflationary Bonus be paid to the employees. Mr. Marchetti was asked to provide an analysis of pay increases over the past few years in relation to inflation. The philosophy behind the bonus concept was that it did not increase salaries that would build over time but would provide a one-time relief for inflation. Director Leeds asked if the mid-year \$3 increase did not go towards an overall 6.5% inflation rate? Mr. Berg and Director Coburn stated it did not because after analysis by HR Plus that increase only brought employees to what other entities were paying for the same jobs. Director DeMane stated he had to leave the meeting but is in full support of the bonus. He added they need to develop a deeper understanding of how they stand relative to the Vail Valley market without disclosing sensitive payroll information and maintaining the 75th percentile.

Director DeMane left the meeting

Mr. Berg stated he was of the opinion comparable data was getting harder to obtain but recent news of HR Plus being acquired by a larger company was promising. The new larger company has an entire pay analysis division. Director Leeds agreed it would be good to get the data from the Town of Vail analysis based on the article in the Vail Daily too. Focusing on District employees and how they live and compete has made BGMD leaders, even Vail Resorts raised their wages. Director Hayes state he was sorry Director DeMane had to leave because he wanted to continue the discussion and what were the experiences the Personnel Committee was seeing with their workforces or other sources. A living wage is great but he was unclear if the discussion of the 75th percentile was a committee discussion or who had made the decision to be at that level? Director Coburn stated a mid-season analysis by HR Plus was made and then brought to the Board so the District could get caught up because of fear of losing employees. Director Hayes agreed but he would like to see an analysis matrix come before the Board with recommended benchmarks. Mr. Berg stated he and Mr. Sprague believe the employment market in the valley is going to get even more competitive. The Board was in agreement, if benchmarks have been set then it needs to be very clear to the Board. The Personnel Committee was asked to provide a summary to present to the Board with comparisons showing satisfactory due diligence has been

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done and they are satisfied with that analysis. Upon motion duly made and seconded it was unanimously

RESOLVED to approve the Relief/Inflationary Bonus as budgeted.

2023 Meeting Calendar

A draft meeting calendar was presented showing regular meetings will be held on the 4th Wednesday of every month at 1:00 pm MST except for November and December when they will be the 2nd Wednesday. By motion duly made and seconded it was unanimously

RESOLVED to adopt the 2023 meeting calendar.

24-Hour Posting Resolution

Meeting notices are posted on the website at least 24-hours in advance and in the event the internet is down the notice will be posted at the Gatehouse. Upon motion duly made and seconded it was unanimously

RESOLVED to adopt the Resolution Designating Location to Post Notices.

Non-Routine AP List

Upon motion duly made and seconded it was unanimously

RESOLVED to approve the Non-Routine Accounts Payable Lists 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 January 24, 2023.

Respectfully Submitted,



Secretary to the Meeting