



**OFFICIAL MINUTES
REGULAR BOARD MEETING
NOVEMBER 4, 2024
901 MAIN STREET, FAIRPLAY, CO 80440**

5:00 PM WORK SESSION TO DISCUSS UPDATING OF THE TOWN OF FAIRPLAY THREE MILE PLAN FOR ANNEXATION.

I. CALL TO ORDER

A Regular Meeting of the Fairplay Board of Trustees was called to order on Monday, November 4, 2024, at 6:00 PM at Town Hall, 901 Main Street, Fairplay, CO, having previously been posted in accordance with Colorado Open Meetings law.

PLEDGE OF ALLEGIANCE

Mayor Just led the pledge of allegiance.

ROLL CALL

BOARD MEMBERS PRESENT: Mayor Frank Just, Mayor Pro Peter Lynn, Trustee Ray Douglas, and Trustee Erik Baum.

BOARD MEMBERS ABSENT: Trustee Josh Voorhis (excused)

STAFF IN ATTENDANCE: Town Administrator Janell Sciacca, Chief of Police Jeff Worley, Town Attorney Nina Williams (online), Town Planner Scot Hunn (online), and Town Engineer Deron Dirksen (online).

II. APPROVAL OF AGENDA

MOTION to approve the agenda as presented was made by Trustee Douglas and seconded by Mayor Pro Tem Lynn.

- Roll call vote: Unanimous approval.

III. CONSENT AGENDA

A. APPROVAL OF EXPENDITURES – Paid bills for all Town funds from October 18, 2024, to through October 31, 2024, in the amount of \$115,428.08.

Town Administrator Sciacca responded to questions regarding expenses for leadership training for Police Sergeants, which was part of a grant, and multiple expenses for employee benefits and retirement that were now showing up in the expenses (CEBT, Mission Square, UHC) as they were being processed through Accounts Payable at the recommendation of the Town's Accounting firm Plante Moran.

MOTION to approve the Consent Agenda as presented with the expenditures as stated was made by Trustee Baum and seconded by Trustee Douglas.

- Roll call vote: Unanimous approval.

IV. CITIZEN COMMENTS

Mayor Just shared a thank you card and positive feedback shared from South Park High School Volleyball students who received financial assistance to attend an event.

V. PUBLIC HEARINGS

A. FIRST READING – Should the Board of Trustees for the Town of Fairplay adopt Ordinance No. 8, Series of 2024, entitled "AN ORDINANCE OF THE BOARD OF TRUSTEES FOR THE TOWN OF FAIRPLAY, COLORADO, REZONING STONE RIVER FILING NO. 1, BLOCK 16, LOT 1 FROM VACANT LAND TO SINGLE-FAMILY RESIDENTIAL ZONE DISTRICT.?"

Town Planner Hunn presented the Staff Report explaining the rezoning was necessary since the property was considered vacant land following expiration of the original Stone River PUD. This property was separated off as part of a legal proceeding and rezoning was necessary so the applicant could proceed with a Minor Subdivision to create four single-family lots. Hunn recommended approval with no conditions. Applicant Luis Melo appeared online.

Mayor Just opened the floor to public comment. There was no comment in favor. Norwood Price, 652 Tristan Loop, expressed concerns about the potential increase in noise and development disrupting the quiet environment. Price's concerns were noted, but no further action was taken on the opposition. Just closed the floor to public comment.

MOTION to approve Resolution No. 8, Series of 2024, rezoning Stover River Filing No. 1, Block 16, Lot 1, from vacant land to single-family residential as presented was made by Mayor Pro Tem Lynn and seconded by Trustee Douglas.

- Roll call vote: Unanimous approval.

B. FIRST READING – 2024FY Amended Budget and 2025FY Proposed Budget for all Funds of the Town of Fairplay, Colorado.

Mayor Just announced the first reading of the 2024 Amended and the 2025 Proposed Budgets. He reported that there would be several additional opportunities for citizens to review the budgets and provide input. Just stressed that the Town has consistently allowed for more readings and input than was required by law for added transparency. He then opened the public hearing at 6:29 P.M. Town Administrator provided an overview of the very preliminary detail in the packet and responded to questions of the Board. Sciacca advised that Plante Moran would continue to reconcile the Town's accounts and she expected that there would be need to have the second meeting in December in order to adopt the budget allowing Plante Moran added time to ensure everything for year-end was completed. She noted that Plante Moran would be presenting at the November 18 meeting and she would provide updates on the auditor selection, attorney contract recommendations, and the Operator in Responsible charge RFP.

MOTION to continue the Public Hearing on the 2024FY Amended and 2025FY Proposed Budgets for all Funds of the Town of Fairplay, Colorado to November 18, 2024 was made by Trustee Douglas and seconded by Trustee Baum.

- Roll call vote: Unanimous approval.

VI. STAFF AND BOARD OF TRUSTEE REPORTS

A. Review of and discussion regarding Total Employee Compensation for the 2025 Budget year.

Town Administrator Sciacca presented the proposed adjustments to employee salary ranges based on data from the Colorado Municipal League (CML). Sciacca noted that she was proposing a 3% cost of living increase for employees, which was the average rate being offered across the region and this would result in about a \$46,000 increase due to a reduction in salary that would be realized by moving the Grant Manager to a contract position and not hiring for the Treasurer position. She also reviewed proposed changes to the health, vision, dental, and life insurance program which would entail moving the Town to from CEBT to Public Sector Healthcare Group and result in savings overall to the Town. Sciacca also presented a proposal for year-end bonuses stating the historical structure was being maintained where lower-paid employees receive higher bonuses. Schedule a meeting for further discussion of pay equity in specific departments, including Public Works. Sciacca requested Board members provide input on compensation projections.

B. Continued review and discussions on proposed revisions to the Town of Fairplay Employee Handbook with specific focus on Sabbatical Program proposal.

Discussion of the sabbatical program proposal for the Fairplay Police Department was held focusing on its potential benefits for employee mental health and retention. Trustee Baum asked about the requirement for officers to use the sabbatical for mental health. Chief clarified that while the program encourages self-care, officers are not required to undergo therapy or mental health programs during the break. The department has other mechanisms in place for addressing officers in need of mental health support (e.g., employee assistance programs). Mayor Just expressed strong support for the program as a means of showing support for officers' well-being. Trustee Douglas emphasized the importance of encouraging officers to use the sabbatical for mental well-being, including personal growth and relaxation, rather than for leisure activities like vacations. Chief Worley advised that he consulted with Employers Council to ensure that the program was legally sound. The proposal was reviewed by attorneys, who had no significant concerns and even praised it as a beneficial program for employee retention and well-being. Sciacca reported the program will be included in some fashion in the updated employee handbook with review by the Town's Attorney.

VII. ADJOURNMENT.

There being no further business before the Fairplay Board of Trustees, Mayor Just declared the meeting adjourned at 7:32 PM.

ATTEST

Janell Sciacca, Town Clerk

BOARD OF TRUSTEES, FAIRPLAY, COLORADO

Frank Just, Mayor