



AGENDA for a WORK SESSION
of the Board of Trustees of the Town of Fairplay, CO
Monday, September 22, 2025, at 6:00 P.M. in the
Fairplay Town Hall, 901 Main St, Fairplay, CO

- I. CALL TO ORDER
- II. Discussions Regarding:
 - a. Employee Pay and Benefits
 - b. Special Events
 - c. Other Items
- III. Adjournment

Upcoming Meetings / Events

Board of Trustees Regular Meeting & Budget Work Session	October 6, 2025
Board of Trustees Regular Meeting & Submission of Proposed 2026 Budget	October 20, 2025
Board of Trustees Regular Meeting & 1st Public Hearing on Amended/Proposed Budgets	November 3, 2025
Board of Trustees Regular Meeting & 2nd Public Hearing on Amended/Proposed Budgets	November 17, 2025
Board of Trustees Regular Meeting & Final Public Hearing on Amended/Proposed Budgets	December 3, 2025

MEDICAL		United Healthcare Plan A PPO	United Healthcare Plan A PPO
Provider Network		UHC Choice Plus PPO	UHC Choice Plus PPO
Dr. Office Specialist Preventive Care Associated Lab Work Prescription Drug Copays Individual Deductible Family Deductible Co-Insurance Percentage (applied after deductible) Individual Out of Pocket Max Family Out of Pocket Max (after which plan pays 100%) Inpatient Hospital Outpatient Surgery Emergency Room / Urgent Care MRI, CT, PET Scans		\$25 copay	\$25 copay
		\$50 copay	\$50 copay
		Plan pays 100%	Plan pays 100%
		Plan pays 100% after copay	Plan pays 100% after copay
		\$10 / \$30 / \$60 / 25% max \$500	\$10 / \$30 / \$60 / 25% max \$500
		tier 1 / tier 2 / tier 3 / specialty	tier 1 / tier 2 / tier 3 / specialty
		\$1,000 in-network	\$1,000 in-network
		\$2,000 In-network	\$2,000 In-network
		Plan pays 80% in-network	Plan pays 80% in-network
		\$4,500 per individual	\$4,500 per individual
		\$9,000 per family	\$9,000 per family
		(INCLUDES DEDUCTIBLE AND COPAYS)	(INCLUDES DEDUCTIBLE AND COPAYS)
		Plan pays 80% after deductible	Plan pays 80% after deductible
		Plan pays 80% after deductible	Plan pays 80% after deductible
		ER: \$400 copay, \$25 urgent care	ER: 80% after deductible, \$25 urgent care
		Plan pays 80% after deductible	Plan pays 80% after deductible
4 TIER OPTIONS		2025	2026
Employee	6	\$812.00	\$962.00
Employee + Spouse	2	\$1,785.00	\$2,108.00
Employee + Child(ren)	2	\$1,473.00	\$1,741.00
Family	6	<u>\$2,415.00</u>	<u>\$2,850.00</u>
Estimated Monthly Total	16	\$25,878.00	\$30,570.00
Estimated Annual Total		\$310,536.00	\$366,840.00
(\$) Change from Current			\$56,304.00
(%) Change from Current			18%

GROUP DENTAL	MetLife Plan B		MetLife Plan B	
Benefit Comparison	In-Network	Out of Network	In-Network	Out of Network
Deductible - Single/Family	\$50/\$150	\$50/\$150	\$50/\$150	\$50/\$150
Deductible Applies To	Type II & III	Type II & III	Type II & III	Type II & III
Dental Calendar Year Maximum	\$2,000	\$2,000	\$2,000	\$2,000
Orthodontia Lifetime Maximum	\$2,000	\$2,000	\$2,000	\$2,000
Benefit Percentages				
Type I - Diagnostic & Preventive	100%	100%	100%	100%
Type II - Basic Services	80%	80%	80%	80%
Type III - Major Services	50%	50%	50%	50%
Type IV-Child Orthodontia	50%	50%	50%	50%
Periodontics	80%	80%	80%	80%
Endodontics	80%	80%	80%	80%
Cost Analysis	2025		2026	
6 Employee Only	\$35.63		\$37.41	
2 Employee + Spouse	\$72.70		\$76.34	
2 Employee + Child(ren)	\$95.34		\$100.11	
6 Employee + Family	<u>\$140.98</u>		<u>\$148.03</u>	
Total Monthly	\$1,395.74		\$1,465.53	
Total Annual	\$16,748.88		\$17,586.32	
(\$) From Current			\$837.44	
(%) From Current			5%	

GROUP VISION	MetLife Plan B	MetLife Plan B
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Benefit Comparison	In-Network	Out of Network	In-Network	Out of Network
Eye Exam	\$10 copay	Up to \$45	\$10 copay	Up to \$45
Prescription Glasses: Lenses	\$10 copay	Up to \$30-\$100	\$10 copay	Up to \$30-\$100
Prescription Glasses: Frames	\$200 max + 20% off	Up to \$70	\$200 max + 20% off	Up to \$70
Contact Lenses-Elective	\$200 allowance	Up to \$105	\$200 allowance	Up to \$105
Eye Exam	Every 12 months	Every 12 months	Every 12 months	Every 12 months
Prescription Glasses: Lenses	Every 12 months	Every 12 months	Every 12 months	Every 12 months
Prescription Glasses: Frames	Every 12 months	Every 12 months	Every 12 months	Every 12 months
Contact Lenses	Every 12 months in lieu of glasses	Every 12 months in lieu of glasses	Every 12 months in lieu of glasses	Every 12 months in lieu of glasses

Other Network Discounts				
Laser Vision Correction	15% Savings	n/a	15% Savings	n/a
Prescription Glasses	20% Savings	n/a	20% Savings	n/a

Cost Analysis		2026	2026
6	Employee Only	\$9.83	\$9.83
2	Employee + Spouse	\$19.70	\$19.70
2	Employee + Child(ren)	\$16.68	\$16.68
6	Employee + Family	<u>\$27.49</u>	<u>\$27.49</u>
Total Monthly		\$296.68	\$296.68
Total Annual		\$3,560.16	\$3,560.16
(\$) From Current			\$0.00
(%) From Current			0%

Initial 2026 Compensation Figures - With 3% COLA and NO Range Increases

					FPPA	FPPA	Emp Match											
		Salary	SS&Med	Unemp Ins	Emp Match	FPPA	401a	Health	Vision	Dental	Life	Dlife	LTD/STD	Wellness	Car Allow	Bonus	Total	
		3% COLA	7.65%	0.20%	11.00%	4.00%	5.00%	18% Inc	0%	5%	5%	5%	5%				Compensation	
Current Salary		(1.45% Officers)																
1	Sciacca	111000	114,330.00	8,803.41	2,286.60		5,716.50	30,696.00	329.88	1,776.36	115.29	23.81	941.22	1,000.00	6,000.00	1,000.00	173,019.07	
2	Worley	108150	111,394.50	1,615.22	2,227.89	11,696.42	4,232.99	30,696.00	329.88	1,776.36	115.29	21.67	923.58	1,000.00		1,000.00	167,029.81	
3	Grover	84975	87,524.25	1,269.10	1,750.49	9,190.05	3,325.92	20,256.00	200.16	916.08	115.29	2.14	725.63	1,000.00		2,000.00	128,275.11	
4	Martinez	84975	87,524.25	1,269.10	1,750.49	9,190.05	3,325.92	30,696.00	329.88	1,776.36	118.58	Waived	725.63	1,000.00		2,000.00	139,706.26	
5	Knellinger	84975	87,524.25	1,269.10	1,750.49	9,190.05	3,325.92	20,256.00	200.16	1,776.36	118.58	2.14	725.63	1,000.00		2,000.00	129,138.68	
6	D. Peters	76220	78,506.60	1,138.35	1,570.13	8,243.19	2,983.25	30,696.00	329.88	1,776.36	115.29	23.81	651.04	1,000.00		2,000.00	129,033.91	
7	J. Peters	76220	78,506.60	1,138.35	1,570.13	8,243.19	2,983.25	-	-	-	115.29	23.81	651.04	1,000.00		2,000.00	96,231.67	
8	S. Prickett	78507	80,862.21	1,172.50	1,617.24	8,490.53	3,072.76	30,696.00	329.88	1,776.36	115.29	23.81	862.09	1,000.00		2,000.00	132,018.69	
9	DeSchryver	74778	77,021.34	1,116.81	1,540.43	8,087.24	2,926.81	11,172.00	117.96	448.92	115.29	-	638.57	1,000.00		2,000.00	106,185.37	
10	Medlin	80000	82,400.00	6,344.80	1,648.00		4,120.00	11,172.00	117.96	448.92	115.29	-	659.61	1,000.00		1,500.00	109,526.58	
11	M. Prickett	73000	75,190.00	1,090.26	1,503.80	7,894.95	2,857.22	11,172.00	117.96	448.92	115.29	-	607.95	1,000.00		2,000.00	103,998.35	
12	Wagner	64375	66,306.25	5,105.58	1,326.13		3,315.31	Waived	Waived	Waived	115.29	Waived	549.74	1,000.00		2,000.00	79,718.30	
13	Ernst	57680	59,410.40	4,574.60	1,188.21		2,970.52	11,172.00	117.96	448.92	115.29	-	492.28	1,000.00		2,000.00	83,490.18	
14	Bannister	60000	61,800.00	4,758.60	1,236.00		3,090.00	24,672.00	117.96	916.08	115.29	23.81	479.18	1,000.00		2,000.00	100,208.92	
15	Rogers	50000	51,500.00	3,965.50	1,030.00		2,575.00	30,696.00	117.96	448.92	115.29	10.20	386.95	1,000.00		2,000.00	93,845.82	
16	Sprys	45000	46,350.00	3,568.95	927.00		2,317.50	11,172.00	117.96	448.92	115.29	Waived	395.51	1,000.00		2,000.00	68,413.13	
17	Murphy	50000	51,500.00	3,965.50	1,030.00		2,575.00	30,696.00	236.40	872.40	115.29	21.67	386.95	1,000.00		2,000.00	94,399.21	
18	Kingsford**	50000	51,500.00	3,965.50	1,030.00		2,575.00	24,652.56	329.88	872.40	115.29	23.81	386.95	1,000.00		500.00	86,951.39	
	Schlaff***	25000																
	Berlanga	25000	25,000.00		500.00											1,000.00	26,500.00	
	Crumbley	25000	25,000.00		500.00											250.00	25,750.00	
	Green	11500	11,845.00		236.90											500.00	12,581.90	
	Seasonal	7500	7,500.00														7,500.00	
	Bullock*	57680															-	
	PW Maint I*	45320																
	Treasurer	75000																
		1,581,855.00	1,418,495.65	56,131.23	28,219.91	80,225.67	29,034.05	29,254.83	360,568.56	3,441.72	16,928.64	2,081.81	200.71	11,189.56	18,000.00	6,000.00	33,750.00	\$ 2,093,522.34

Salary Only Increase \$ (163,359.35)

Total Increase Over 2025\$ (63,035.47)

2026 Includes PT Salaries Not Included in 2025 and \$0 Funding for 2 FTE positions

**May be moved to PT depending on demand/grant award

***Pending retirement



Town of Fairplay

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MEMO

Date: September 22, 2025
To: Town of Fairplay, Mayor Just & Board of Trustees
From: Julie Bullock & Kelsey Sprys, Special Events Staff
Re: 2026 Special Events Work Session

Below you will find questions, concerns, ideas and recommendations for the 2026 Special Events season.

Mardi Gras – Saturday, February 21st

- What organization would the Board like to appoint as the beneficiary? Comments were received that the organization would like to be announced prior to the new year for tax purposes. Staff recommend a decision be made by November.
- Would the board like to increase ticket prices from \$25? Should there be a higher price at the door verses pre-sale?
- Staff strongly suggest that members of the beneficiary organization commit to volunteer hours during setup and teardown of the event. There is an informational letter provided to the organization that staff will be updating to include any event requirements. The mask auction put on by the Boys & Girls Club was successful, so staff is open to the 2026 organization's ideas for additional fundraising.
- Plan for a possible 5% increase in rental costs for furniture.
- Hazel Miller and The Collective will be returning for 2026.

Town Cleanup – Friday – Sunday, June 5th – 7th (tentative)

- Expect the tire disposal fee to increase to at least \$6 per tire. This is of no cost to the Town since residents pay the tire fee.
- Staff recommend ordering 7 - 30yd dumpsters, metal recycling and electronic recycling. Xcel Energy has approached the Town about a potential credit program offering appliance and electronic recycling to the residents that could be included in Town Cleanup and save costs.
- Paper shredding was not offered in 2025; staff suggest a separate paper shredding event that occurs outside of Town Cleanup.
- Offering a rummage sale has been discussed.

TGIFairplay Concert Series – Friday, June 26th, July 24th, August 28th

- Staff is exploring new musicians and are starting to make inquiries.
- Staff would like to continue having High Rockies Community School provide activities.
- A variety of food trucks are being considered.
- Staff would like to offer non-profits the opportunity to host a booth at the concerts to promote their current/upcoming projects.

“Where History Meets the High Country”

Independence Day Celebration – Saturday, July 4th

- A higher budget for music will need to be considered with this holiday being the 250th and it occurring on a Saturday. Band fees will be higher, and the Town will need to be competitive. Typically, the 4th of July band has been booked for approximately \$3,500. Staff is finding that bands next year for this big celebration are asking for \$5,000-\$6,000 for a 3-hour performance. What is the maximum amount the Board is willing to approve for the 4th of July band fee, regardless of the band that is chosen?
- An inquiry has been made with Boogie Machine (70s Disco Tribute Band) to perform for Independence Day. They have fun, patriotic costumes and would be a good fit for the large number of families seen in attendance. A great marketing blurb could be “Celebrate the 70s no matter what century you’re in!”
- Staff met with Fielding Heckendorf, our pyrotechnician, and Claire Skalinski from J&M displays to identify alternative fireworks shoot sites. The current location has posed some challenges. Many visitors and residents have expressed their dislike for the beach being closed on the holiday. The surrounding homes and any future development are at a greater risk for debris fallout as well. Two new locations were identified, one being in the Heartland Mine and the other being on the Balderston/Sullivan property, SEE ATTACHED. Neither location would displace any of the audience or activities. The audience would just need to turn to the west.
- The typical budget for fireworks has been \$20,000. Would the board like to increase for the 250th celebration? Keep in mind that J&M displays have offered a free 2026 finale due to technical difficulties during this summer’s event.
- Burro Buster 5k registration has been \$25 for the past 9 years. Staff would like to increase the fee to \$35 for adults and keep it at \$25 for 18 and younger, with a \$5 day-of registration increase. Staff is researching third-party timing options for the Burro Buster 5k to accommodate the growing number of racers. Staff plans to budget for 200 racers.
- Staff will inquire about a third food truck along with a carnival type vendor such as cotton candy, kettle corn, snow cones, etc. This event’s popularity continues to grow, and food lines are getting longer.



Burro Days – Friday – Sunday, July 24th – 26th

- What prices would the Board like the Burro Days booths to be? The current price is \$225 for arts & crafts booths, \$250 for food vendors, and \$80 for non-profits. 2025 pricing was an increase of \$45-\$50 from 2024. Staff recommend that the pricing does not increase for 2026. SEE ATTACHED for comparable pricing. Booth registrations open on October 1st, 2025; a decision needs to be made as soon as possible.
- The pack burro race registration fee has been \$65 for several years. Staff would like to increase the price to \$70 with a \$5 day-of registration increase. The prize money amounts have been the same for decades and staff feels it is time to increase that as well. Research will be done to find comparable race amounts. Staff is recommending that a Race Director be sought out for the event whether the position be paid or unpaid.

“Where History Meets the High Country”

- Hazel Miller has requested to perform at the gazebo for 2026 Burro Days. This poses several challenges. Alcohol cannot cross state highways, and it would be difficult to keep attendees from carrying drinks to the gazebo. Adding a satellite bar near the courthouse would increase the difficulty of enforcing the liquor license and require more volunteers. The gazebo is not shielded from the weather and may prove to be an uncomfortable venue if bad weather occurs. An alternative may be offering the Friday night concert to Hazel.

Fall Festival – Saturday, September 19th (tentative)

- A recap of the 2025 Fall Festival will be provided in the October Special Events Board Report.
- Staff expect the event to continue growing with vendors and non-profit organizations hosting more activities.

Christmas – Saturday, December 5th (tentative)

- Staff does not have any specific changes or updates for 2026 at this time. As the 2025 event approaches, staff will continue to update the Board.

Miscellaneous

- Staff would like to add a Volunteer Appreciation budget that would be included on an annual basis.
- Staff will need to budget for several new picnic tables and 6/8ft tables.
- Staff would like to budget for one or two “WaterMonster” hydration stations that would be a great addition to 4th of July and Burro Days, giving attendees easier access to water to prevent dehydration and hopefully decrease occurrences of altitude sickness.



“Where History Meets the High Country”

Leadville Boom Days

Merch Booth - \$250

Food Vendor - \$475

Food Truck - \$600

Buena Vista Gold Rush Days

Booth Fee - \$150

Woodland Park Arts Festival – Juried Art Show

Booth Fee - \$190

Salida Arts Festival – Juried Art Show

Booth Fee - \$400

Breckenridge Art Festival – Juried Art Show

Booth Fee - \$550

Crested Butte Autumn Festival – Juried Art Show

Booth Fee - \$295

Denver Holiday Market

Booth Fee - \$140

Fairplay Burro Days

2021	2022	2023	2024	2025
Merch Booth - \$160	Same	\$180	Same	\$225 (\$45 increase from '24)
Food Vendor - \$190	Same	\$200	Same	\$250 (\$50 increase from '24)
Non-Profit - \$75	Same	\$80	Same	\$80

Town of Fairplay

Site Plan

