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**Town of Flagler, Colorado**  
**RECORD OF PROCEEDINGS**  
**REGULAR SESSION**

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**May 15, 2025**

The Board of Trustees for the Town of Flagler, Colorado met Thursday, May 15, 2025, for the REGULAR MEETING at 6:00 p.m. The meeting was held at Town Hall 311 Main Ave. Those present at the meeting were Mayor Randy Fagerlund, Trustees Troy Kindley, Cody Martin, Jake Allacher, Chuck Crisp, Marlys Kossman, Town Manager Bob Rush, Town Accountant Tim Fulmer and Town Clerk Kendra Eberle. Absent board members: Trustee Wyatt Taylor. At 6:00 PM the mayor called the meeting to order followed by the Pledge of Allegiance.

**PUBLIC AUDIENCE:**

- The public audience in attendance included Jim and Sara Murdock.

**REPORTS**

- **Recreation Director, Trisha Fritzler**

- Pool Operations and Summer Planning Update was presented. Summer hours set (Mon-Fri 1-5, Sun 2-5, Thu family night 6-8). Friends of the Pool will assist with supplies (life jackets, goggles) but not payroll. A lifeguard meeting is scheduled for the next couple of weeks, with five lifeguards expected.
- Donations for the Drone “Fireworks” are being sought from Stop and Shop (\$500-\$1000 confirmed), Marbled on Main, Birdseed, and John Deere.
- Acquisition of dirt for Sports Field proposed: To order one or two loads of dirt to level a sports field, addressing a high grass lip and water pooling issues. This is needed urgently before games start to improve playability and mitigate liability.

- **Town Manager, Bob Rush**

- Public Works and Utilities Update was presented by Bob: Met with census regarding unresolved issues. Ongoing work on well system repairs, opening park facilities (sprinklers, bathrooms), and street maintenance. Sewer plant work and sampling requirements are pending. Two out-of-town wells require valve assessment. The street sweeper is operational. A significant portion of the report focused on the sewer lift station on County Road V: the current alert system is an obsolete flashing light. Quotes were presented for an equipment upgrade to an automated alert system and for yearly pump maintenance. Issues with pump grinder failures (not covered by maintenance), high costs of pump replacement/rebuilds, and exploration of alternative systems (like above-ground pumps) were discussed. Bob will consult GMS for options and investigate SCADA systems for alerts.
- Town Trash Operations: Bob provided an update on trash collection, particularly in Arriba, highlighting the prevalence of manual pickups and suggesting a move towards mandatory dumpster use for efficiency and safety. He discussed Flagler resident requests for additional dumpsters and the council's considerations regarding placement and fees for such services.
- Bob suggested the town contributed to his personal phone bill, which he uses for town business (including SCADA software access), and proposed discontinuing the unused Town Manager phone account to save money. He noted the town manager's phone is only used for Wi-Fi for water meter readings and that all the necessary town data on his personal phone is backed up on town systems (iPad, laptop, desktop).

- **Trustee Cody Martin**

- Reported that the crusher is down and undergoing repairs, with an expected operational date of June 1st; a rental crusher is being considered for immediate road projects.
- **Town Accountant, Tim Fulmer**
  - A detailed financial analysis of the trash department was presented. Key findings included: Flagler route generates \$9,700/month; Arriba route \$3,000/month; 'Other' routes (Seibert, Vona, Stratton, etc.) \$3,200/month. The 'Other' routes incur high mileage (minimum 592 miles/week) and operator costs (\$2,560 for 8 days/month), making them barely cover operator costs. A proposal developed by Trustee Troy Kindley was discussed, suggesting a 35% rate increase for non-Flagler residents and a 20% increase for businesses, which would generate an estimated additional \$2,700/month to help the department break even. The idea of charging Flagler residents an extra \$5/month for a trash truck fund was also mentioned but met with questions regarding fairness, as primary costs stem from out-of-town routes.
- **Town Clerk, Kendra Eberle**
  - Reported the CML meeting was a success with 39 attendees. Everyone seemed pleased and expressed appreciation. Cheyenne Wells volunteered to host the Fall CML meeting. Progress is being made on the .gov website. The Consumer Confidence Water Reports were mailed to all the residents. Community Garage Sale is scheduled for June 27<sup>th</sup> & 28<sup>th</sup>.
  - Reported for Erika Saffer for Lincoln Health. Kevin Sansbury wanted to pass along information about Lincoln Health being in discussions regarding their partnership with Anthem Blue Cross and Blue Shield. They will keep all parties informed of the status. If anyone has questions, they can contact Kevin.
  - May is Melanoma Awareness Month. Dermatology is now available at the Lincoln Health Specialty Clinic. Lincoln Health is speaking up regarding proposed Medicaid Cuts and the negative impact it could have on rural hospitals.
- **Trustee, Marlys Kossman**
  - Reported the Library Board has met several times and are underway for the summer reading program. Sharon, the new librarian, has been getting volunteers. She stated she believes it will be a lot better organized. Sharon is very enthusiastic, and they believe she is a good fit for the library.

## New Business

1. Sewer Lift Station Alert System Upgrade and Pump Maintenance Plan proposed by Bob (presenting options): To consider approving an upgrade to the obsolete alert system for the County Road V sewer lift station and a yearly maintenance plan for its pumps. This proposal was subsequently tabled for further information.
2. Exploration of a Contractual Agreement with the Town of Arriba for Trash Services proposed by Trustee Cody Martin: A suggestion was made to investigate the feasibility of establishing a contract with the Town of Arriba for trash collection. Under this proposed arrangement, the Town of Arriba would be responsible for billing its residents, and Flagler's sanitation service would provide the physical trash pickup, potentially mirroring the efficient alley-based system used in Flagler. This was brought up as a potential long-term solution for servicing Arriba.
3. Water and Sewer Rate Increases proposed by [Council/Group]: A proposal to increase water rates to \$60 (nearing state average) and sewer rates to \$29 (with a goal of reaching low \$40s). Water rates were sent to GMS at \$50.5 and will be raised by 'five and five'. Sewer rates will be raised by 'five and four'. The discussion included the timing of these increases (July 1st for water and sewer) and a comparison of evaporation versus mechanical sewer systems, noting the high cost and operational demands of mechanical systems. This was discussed as a separate item from the trash rates, to be addressed after bill approvals. No formal motion or vote on these specific increases was recorded in this segment, but the plan to raise them was outlined, with GMS involved in the water rate aspect and a need to address sewer



infrastructure options (evaporation vs. mechanical) due to costs and operational impacts like testing, staffing, and land footprint versus potential issues like odor or impact on local amenities like the golf course from evaporation ponds.

## Main Motions

- **Final Motion** made by Trustee Chuck Crisp and seconded by Trustee Marlys Kossman, to approve Fence Building Permit for Jim and Sara Murdock.
  - **Discussion**
    1. Photos and a map detailing the proposed fence building plans were provided to the board. Jim Murdock explained they were getting their property surveyed prior to starting the project.
  - **Voting Results** Motion passed 4 in favor/0 opposed/1 abstention by Cody Martin due to him having put in a bid to construct the fence.
- **Final Motion** made by Trustee Marlys Kossman and seconded by Trustee Troy Kindley, to approve proceeding with a drone show on Saturday the 5<sup>th</sup> of July, at a cost of \$11,000, to replace the traditional fireworks display. This change is necessitated by the golf course's new policy against fireworks. The drone show, which lasts approximately 15 minutes, will be funded through contributions from the town, the Lions Club, the Golf Course, and other private donations. The initiative will be reviewed after one year to assess its success and future viability. Businesses will have the opportunity to have their logos displayed during the show for advertising purposes.
  - **Original Motion** Proposal to replace fireworks with a drone show for this year's event on Saturday the 5<sup>th</sup>, at a cost of \$11,000, due to the golf course prohibiting fireworks, with funding to be a joint effort.
  - **Discussion**
    1. The discussion covered the rationale for switching from fireworks to a drone show (golf course prohibition), the total cost (\$11,000) and various funding sources. The event's timing (Saturday, July 5<sup>th</sup>), the show's duration (15 solid minutes), the potential for business advertising through logos in the show, and an agreement to evaluate the event after its first year were also key points.
  - **Voting Results** Motion passed 5 in favor/0 opposed/0 abstention
- **Final Motion** made by Trustee Chuck Crisp and seconded by Trustee Cody Martin to the immediate ordering of one to two loads of dirt for the sports field. This action is to rectify a significant height disparity between the grass and the playing surface, which creates a hazardous lip and contributes to water accumulation, particularly near second and third base. The dirt will be used to level the field and improve drainage. The decision was supported by the rationale that addressing the issue is more cost-effective than potential legal liabilities.
  - **Original Motion** Request to authorize the purchase of one or two loads of dirt to address hazardous conditions on a sports field, specifically a high lip and poor drainage, with urgency before games commence.
  - **Discussion**
    1. The discussion highlighted the urgent need for dirt due to the field's poor condition (a 'lip' making the grass much higher than the field, water pooling). The quantity (one or two loads), sourcing (Gary or an alternative), budgetary approval, and the importance of rectifying the situation before games start were discussed. A key point made was that the cost of dirt is preferable to defending a lawsuit.
- **Final Motion** The council approved a motion to table the decision on the proposed upgrade for the sewer lift station's alert system on County Road V and the associated pump maintenance plan. The decision is deferred to allow Bob to gather additional information, including a comparison of SCADA versus cellular alert systems (and associated costs like cellular subscriptions after the first year), and

to consult with GMS engineers during their visit the week of June 16th for further options and recommendations regarding the pump issues and alert system.

- **Original Motion** A proposal was discussed to approve an upgrade for the sewer lift station's alert system and a pump maintenance plan. Following discussion, a motion to table this decision was introduced.
- **Discussion**
  1. The discussion centered on Bob's report about the lift station's obsolete flashing light alert, the risk of sewage overflow, and quotes for an automated system and pump maintenance. Key issues included the high failure rate of pump grinders (not covered by the maintenance plan), the significant cost of pump replacements (\$3,800 new, \$3,500 rebuild), and the unreliability of the current notification. Alternatives like above-ground pump systems (used in Limon) and the need for a more robust alert system (SCADA preferred over cellular due to local service issues and existing town SCADA infrastructure) were debated, leading to the consensus that more information was needed before committing to the quoted solutions.
- **Final Motion** was made by Trustee Jake Allacher and seconded by Trustee Chuck Crisp that the town will not pursue the overnight horse venue and livestock show free-land proposal.
  - **Discussion**
    1. The discussion indicated that the original intent for such a venue was to attract a business or manufacturer to create jobs, which this proposal did not align with. A member stated they needed to abstain from voting on this motion because they are leasing the ground program related to it.
  - **Voting Results** Motion passed 4 in favor/0 opposed/1 abstention by Trustee Cody Martin due to currently leasing the ground the incentive program related to.
- **Final Motion** made by Trustee, Troy Kindley which was seconded by Trustee, Chuck Crisp to raise the trash rates for all out-of-town trash customers according to the provided worksheet/spreadsheet. The increase is to be between 35% and 50%, with the notification letter stating, 'up to 50 percent'. This increase would be effective July 1st, with customers being notified by letter at least 30 days in advance (e.g., in June), and the new rate would be reflected on their August bill.
  - **Conclusion** The motion was clarified during discussion to specify that the rate increase would be reflected on the August bill due to the 30-day notice period, and the notification letter to customers would state an increase of 'up to 50 percent'.
  - **Discussion** Discussions for the motion on trash rates centered on the implementation details. Members debated the exact timing for the increase to appear on bills, concluding it would be the August bill to allow for a 30-day notice period starting in June.
  - **Voting Results** Motion passed 5 in favor/0 opposed/0 abstention
- **Final Motion** The final motion was to increase Bob's (Town Manager) wages to \$35 per hour, beginning June 1. This was proposed by the council/board members during the meeting to finalize his compensation after his 90-day review and to make payroll processing straightforward.
  - **Original Motion** A motion was to be entertained to increase Bob's wages to \$35 per hour, beginning June 1. This followed a discussion confirming Bob's desire to continue his employment and an evaluation of his current pay (\$34) versus a proposed \$35, which was initially considered when he was hired.
  - **Discussion**
    1. The discussion covered the context of the wage increase: Bob was at \$34 after a 90-day re-evaluation. The initial hiring discussion considered \$32.50 raised to \$35, but Bob started at \$34. The current motion aimed to set the wage at \$35. Budgetary constraints ('not a lot of wiggle room') were acknowledged. Bob expressed appreciation for the consideration.
  - **Voting Results**
    1. Motion passed 5 in favor/0 opposed/0 abstention



## Unfinished Business

1. Sewer Lift Station Alert System and Pump Maintenance (Bob): Decision on upgrading the alert system and pump maintenance plan for the County Road B lift station was deferred.
  - Bob reported the current lift station alert is an obsolete flashing light, posing a risk of unannounced sewage overflow.
  - Quotes were presented for an automated alert system upgrade and a yearly pump maintenance plan by Kojic.
  - Concerns were raised about pump longevity, as failures are often due to grinder wear, which is not covered by the proposed preventative maintenance.
  - The high cost of pump replacement (approx. \$3,800 new, \$3,500 rebuild) was noted.
  - Alternative solutions, such as different pump manufacturers or above-ground systems (like those in Limon), were briefly considered.
  - A more reliable SCADA-based alert system was suggested over cellular options, given local cell service issues and existing town SCADA infrastructure.
  - Bob will consult with GMS engineers (visiting week of June 16th) for further advice and will research SCADA options and ongoing cellular costs.
  - The council agreed to table the decision until this additional information is available.
2. Policy and Financial Strategy for Town Trash Services (Council/Bob): Deliberation on mandatory dumpster adoption, management of special dumpster requests, and potential rate adjustments for financial sustainability.
  - Bob reported on the Arriba trash route, where many of the 73-74 pickups involve manual loading of bags and barrels, and suggested requiring a minimum two-yard dumpster for all customers to improve efficiency and worker safety, aligning with the capabilities of the town's trash truck.
  - The council discussed the logistics and financial implications of mandatory dumpsters, including the cost to the town for purchasing dumpsters (an estimated \$600+ per unit, with about 11 needed initially) versus leasing them to residents (a figure of \$20/month was mentioned).
  - Alternative models, such as residents or neighborhood groups purchasing and sharing dumpsters, were considered.
  - These discussions on trash service policies did not result in formal motions during this segment of the meeting and remain as unfinished business pending further deliberation and decision.
3. Addressing Financial Viability of Trash Services (Discussion led by various board members)
  - The board discussed the ongoing financial challenges of the trash collection service, particularly for routes outside of Flagler, due to high mileage (nearly 600 miles weekly) and diesel costs.
  - The need to fund vehicle maintenance and a future replacement for the trash truck was a central theme.
  - It was noted that in-town Flagler services are efficient and profitable, unlike services to outlying areas such as Arriba or individual remote dumpsters.
  - The discussion then shifted to more targeted increases for specific customer categories and service areas.
  - The possibility of contracting directly with the Town of Arriba for its trash service was explored, where Arriba would handle resident billing. A past attempt at such an agreement faced challenges, including resident opposition and competition from services like Rob Septic.
  - The overall goal of the discussion was to identify a path towards making the trash service financially sustainable across all its operations.
4. Deliberation on Trash Service Rate Increases (Board/Council): Addressing financial shortfalls through proposed rate hikes for non-Flagler customers, with extensive discussion on the inclusion of Flagler businesses, structuring of business rate tiers, operational costs, and potential customer impact.
  - The board discussed the critical financial state of the trash service, citing an annual revenue shortfall of approximately \$9,000.

- A general agreement emerged on the necessity of increasing rates for non-Flagler customers, with a proposed effective date of July 1, to mitigate ongoing financial losses.
  - There was considerable debate regarding whether to also increase rates for Flagler businesses. Points against this included their sales tax contributions and the assertion that Flagler routes are not currently losing money. Arguments in favor highlighted the need for businesses to pay more due to higher service volumes and greater wear on equipment.
  - The existing three-tier pricing system for businesses (low, medium, high volume) was criticized for its lack of clear definitions.
  - This led to a discussion on revising these business rate tiers, with specific price points suggested during the debate (e.g., \$35 for small, \$50 for medium, \$75 for construction).
  - Rising operational costs, including truck maintenance (noted at 600 miles per week) and increased payroll expenses, were identified as key drivers for the required revenue increase.
5. Review of High-Volume Commercial Trash Accounts: Discussion on dumpster sizes, pickup frequencies, and billing for businesses like Ace Hardware, C-Store, and Birdseed, with a plan for Tim to provide a list for further review with Steve. The item was deferred for further internal work.
- Ace Hardware: Uses a 4-yard dumpster, filled approximately every three days, dumped Monday, Wednesday, Friday. Considered for a larger dumpster.
  - C-Store: Has a large dumpster, serviced three times a week (or Monday/Friday for supplies).
  - Trader Ply's: Serviced Monday and Fridays.
  - Tim was tasked to print a list of these accounts for Troy to review with Steve regarding dump frequencies.
  - The group decided to temporarily defer to making changes until more information is gathered.

## Approval of minutes

- **Final Motion** to approve April 14th minutes was made by Trustee Marlys Kossman and seconded by Trustee Troy Kindley.
  - **Voting Results** Motion passed 4 in favor/0 opposed/1 abstention by Trustee Cody Martin due to not being present at the previous meeting.

## FINANCIAL REPORT

- **Final Motion** to approve the bills was made by Trustee Marlys Kossman and seconded by Trustee Jake Allacher.
  - **Voting Results** Motion passed 5 in favor/0 opposed/0 abstention.
- Mayor Randy Fagerlund adjourned the meeting at 8:00 pm.

Randy C. Fagerlund MAYOR

Kender H. Elchle CLERK

June 9, 2025 DATE APPROVED

{seal}

