

Town of Flagler, Colorado

**RECORD OF PROCEEDINGS
REGULAR SESSION**

January 13, 2025

The Board of Trustees for the Town of Flagler, Colorado met Monday January 13, 2025, for the REGULAR MEETING at 6:00 p.m. The meeting was held at Town Hall 311 Main Ave. Present at the meeting were Mayor Randy Fagerlund, Trustees, Cody Martin, Troy Kindley, Wyatt Taylor, Jake Allacher, Chuck Crisp, Marlys Kossman, Town Clerk, Kendra Eberle, Acting Town Manager, Terry Fowler, Accountant, Tim Fulmer and Recreation Director Trisha Fritzler.

At 6:00 PM Mayor Fagerlund called the meeting to order followed by the Pledge of Allegiance.

Attendees

- Voting Members in Attendance: Trustees, Cody Martin, Troy Kindley, Wyatt Taylor, Jake Allacher, Chuck Crisp, Marlys Kossman
- Guests in Attendance: Erica Saffer, Claire Loughrey, Cheryl Witt, Mary Backlund, Thomas Bredehoft, Marilyn & Dana Keech and Byron Mounce.
- Members Not in Attendance: All members present
- **Erica Saffer** gave an update on Lincoln Community Hospital.
 - The care center is transitioning to an extended Medicaid swing bed, with a target date of March 1st for the transition.
 - Robin Horner, Dr. Olson's nurse, retired in December after 44 years of service.
 - Dr. Olson is set to retire on October 1st.
 - Dr. Brianna Fox has been the Chief of Staff for two years, and Dr. Taryn McGilvery has taken the Vice Chief of staff position.
 - Dr. John Fox will remain the Home Health and Hospital Medical Director.
- **Claire Loughrey** expressed concern regarding the water bill.
 - Ms. Loughrey stated according to the revised statute, the municipality must provide at least a 30-day public notice before implementing changes, including details of the proposed new rates and a public hearing.
 - Mayor Fagerlund let her know the billing issue was on the agenda.
 - Ms. Loughrey asked where we were going to post the minutes now that we don't have a newspaper.
 - Mayor Fagerlund stated it will be researched.

- Ms. Laughrey researched cylindrical towers and found they are not very dependable and leak all the time.
 - Mayor Fagerlund expressed appreciation for her research and that the Town would keep that in mind.
- Ms. Loughry said that she believed one of the reasons the town loses money is the lack of maintenance on the dump trucks. She explained the importance of regular maintenance of the Dump Trucks.
 - Mayor Fagerlund stated that it will be considered.
- Ms. Loughry expressed concern regarding a rumor that she had heard.
 - Trustee Martin explained he had heard the same rumor and verified it was not true.
- **Dana Keech** said that he appreciates the talent we have is doing in trying to get the talent back.
 - He wanted to reiterate that he feels that a month in advance notice regarding the rise in rates.
 - Mayor Fagerlund let him know that we have that item on the agenda.

Approval of minutes

- **Motion** made by Trustee, Cody Martin to approve December 9, 2024 meeting minutes and seconded by Trustee Troy Kindley. The motion passed.
 - **Voting Results**
 - **Motion passed** 6 in favor/0 opposed/0 abstention
- **Motion** made by Trustee, Marlys Kossman to approve December 23, 2024, meeting minutes and seconded by Trustee, Jake Allacher. The motion passed.
 - **Voting Results**
 - **Motion passed** 6 in favor/0 opposed/0 abstention

Reports

- **Acting Town Manager, Terry Fowler**
 - Loaf n Jug water leak fixed.
 - Working on taking Christmas lights down.
 - Resident Ted Moore had his water freeze the other day.
 - The Stratton Coop wants to put a bigger tap on. They will have to propose to the board.

- The new trash truck went down today, and a radiator hose is getting ordered by Randy Santala.
 - Blade on the plow is fixed. He is currently working on the blade on the loader.
 - **Accountant, Tim Fulmer**
 - Accountant Fulmer explained how Family Leave affects the Town since we are too small an operation and do not have backup personnel to cover someone who may take an extended period off. He said that he believed we should follow suit and opt out like other towns around us have done. Hugo, Burlington, Limon and Genoa.
1. **Discussion**
- The discussion centered around the implications of opting out of the Colorado Family Leave program. Concerns were raised about whether opting out would negatively impact employees or if it was against regulations. It was clarified that local government employers have the option to opt out, and many surrounding towns have already done so. The potential financial implications and the lack of backup personnel for extended leave were also discussed.
 - **Motion** was made by Trustee Troy Kindley to opt out of the Colorado Family Leave program and not support employees who voluntarily wish to participate. Trustee Chuck Crisp seconded the motion.
 - **Voting Results**
 - **Motion passed** 6 in favor/0 opposed/0 abstention
 - Accountant Fulmer reported that he spoke with the representative for the HRA plan. We are charged \$100 a month, \$50 for the FSA and \$50 for the HRA. We are charged the amount of up to \$1500 when an employee files a dental claim. There's 60-day extended coverage after termination. Amanda and Josh took out disbursements in December for \$2,500.

2. **Discussion**
- The discussion involved the administrative costs for a flexible spending account for medical expenses and a health reimbursement agreement.
 - **Motion was made by** Trustee Cody Martin to accept the quote from FLEX and proceed with these programs. Trustee Chuck Crisp seconded the motion.
 - **Voting Results**

- **Motion passed** 6 in favor/0 opposed/0 abstention

- **Town Clerk, Kendra Eberle**

- Kendra reported that the 2025 budget was submitted to DOLA and confirmed received.
- The 2023 and 2024 housing data was submitted to DOLA and confirmed received.
- The 2025 CTF certification of eligibility was submitted and accepted.
- A notice of violation regarding dogs running at large was issued, and the dog owner surrendered the dogs.

- **Recreation Department, Trisha Fisher**

- Trish reported Pee-wee basketball started. There are 30 kids. She gave the bill to Tim for the shirts. Otteman's paid for half, as they sponsored half the shirts.
- We've had a few questions because the pool isn't open right now. We're trying to come up with a day to do family night. But pricing wise, I've had three people from Burlington call want to come over and swim. One is a physical therapist. He just moved here. He wants to swim three times a week. We charge \$3 for the aerobics class per person.

- **Trustee, Jake Allacher** Reported on the search for a replacement for Terry Jaques, Certified Water Technician. Richard Hopp will work under contract at our facility as he does Arriba and Cheyenne Wells. He included a proposal from him. He will do the monthly test and all the reporting to the state. He will provide guidance and work with Terry Fowler to make sure that the weekly testing is done.

1. **Discussion**

- His proposal to us would be \$700 a month. The downside of this, cost savings from what we were paying Terry Jaques, but he also did the mowing and if an aerator went down, he would go fix it. That would not be included, that would be on the town employees to do.

- **Motion** was made by Trustee, Troy Kindley to approve RH Water & Wastewater Incorporated. Cody Martin seconded the motion.

- **Voting Results: Motion passed** 6 in favor/0 opposed/0 abstention

- **Mayor Fagerlund** stated the next item on the agenda was Town Manager. The Town has two applicants, Byron Muncy and Bob Rush. They were interviewed and the board was going to decide today at our meeting.

1. **Discussion**

- Discussion on the qualifications and experience of Bob Rush and Byron Muncy for the town manager position. Bob Rush has experience with mechanical abilities, work ethics, and familiarity with town issues. Byron Muncy has experience on the town board of Deer Trail. The importance of making a long-term decision was emphasized. Concerns about insurance coverage and start date were discussed.
- **Motion** was made by Trustee Cody Martin to hire Bob Rush at \$34 an hour with a 90-day evaluation period. The effective hire date is the date of acceptance, and the Town will cover COBRA cost until he is eligible for Town medical insurance. Motion seconded by Trustee Marlys Kossman.
 - **Voting Results: Motion passed** 5 in favor/Trustee Troy Kindly opposed stating that he would like to keep looking /0 abstention

- **Mayor Fagerlund** stated the next item on the agenda was signatures on the High Plains Bank.

1. **Discussion**

- Discussion on the need for Kendra to be added to the bank signatures for separation of duties. Tim will have access to the account but will not be able to sign checks.
- **Motion** was made by Trustee, Troy Kindley to add Kendra on the High Plains Bank signatures. Trustee, Chuck Crisp seconded the motion.
 - **Voting Results: Motion passed** 6 in favor/0 opposed/0 abstention
- **Mayor Fagerlund** stated the next item on the agenda is the utility rate increase. The council agreed to refund and give credit to residents for the overbilled rate increase that was applied incorrectly for December usage instead of January usage. The credit will be reflected on the February bill.

1. **Discussion**

- The billing department faced issues with meter readings due to personnel and weather conditions, leading to confusion over billing cycles and charges.
- There was a discussion about the need for a consistent policy on meter readings, especially during winter months, to avoid large bills after periods of minimum billing.
- The council discussed the incorrect application of rate increases for December usage instead of January, leading to overbilling.
- The council agreed that the rate increase should have been applied to January usage, billed in February, and decided to issue credits to affected residents.
- There was a suggestion to notify residents about the billing error and the corrective measures being taken.
- **Motion** was made by Trustee Cody Martin to send letters of explanation to customers regarding the overcharges and include the incremental rate increases. Motion seconded by Trustee Troy Kindley.
 - **Voting Results: Motion passed** 6 in favor/0 opposed/0 abstention
- **Trustee Cody Martin** reported on the RAISE grant meetings for the street and sidewalks.
- **Mayor Fagerlund** stated the next item on the agenda was Christmas bonuses.

1. Discussion

- The council discussed the status of the budget and whether employee raises were feasible. It was suggested that instead of raises, a more substantial Christmas bonus could be given.
- There was a discussion about the number of employees and their employment status, with a focus on who qualifies for the bonus.
- The council considered the competitive nature of wages and decided that a better Christmas bonus would be appropriate given the rough year.
- The decision was made to give \$500 to full-time employees and \$250 to part-time employees, with the bonuses being given in Flagler Bucks.
- **Motion** was made by Trustee Chuck Crisp and seconded by Trustee Wyatt Taylor to approve Christmas bonuses of \$500 Flagler Bucks for Terry Fowler, Steve Nichols, Tim Fulmer and \$250 Flagler Bucks for Sandra Torres, Trisha Fritzler, Terry Jaques, Pam Loutzenhiser, and Kanda Misiaszek.

- **Voting Results: Motion passed** 6 in favor/0 opposed/0 abstention
- **Motion** was made by Trustee Jake Allacher to approve the bills as presented in discussion. Trustee Cody Martin seconded the motion.
- **Voting Results: Motion passed** 6 in favor/0 opposed/0 abstention

Unfinished Business

1.
 1. Codifying Ordinances: A summary of the pending question, unfinished business.
 - The discussion involved a \$1,200 bill from American Eagle for codifying ordinances. There was uncertainty about whether the work was approved and completed. Mayor Fagerlund suggested doing research to confirm if the town had opted in for the service and if the work was completed before paying the bill.

Announcements

- The next meeting will include discussions on employee raises and budget status.

Adjournment

Mayor Randy Fagerlund adjourned the meeting at 8:07 P.M.

Randy Fagerlund MAYOR

Kendra M. Elmer CLERK

January 13, 2025 DATE APPROVED

