

TOWN OF YAMPA
TOWN BOARD MINUTES
November 6, 2024 – 6:00 pm

BOARD MEMBERS PRESENT: Mayor Geilert, Trustee Lewis, Trustee Geanious, Trustee Montgomery and Trustee Kindsvater

EMPLOYEES PRESENT: Town Administrator/Clerk Sheila Symons, Treasurer/Planner Mary Alice Page-Allen

AUDIENCE PRESENT: Online: Rusty McRight, Sue Walker, Marlene Saleeby and Aaron Symons

1. Call to Order

- Mayor Geilert called the meeting to order at 6:00 pm
- The Pledge of Allegiance was recited
- Roll call was taken

2. Audience Participation

No Audience Participation

3. 2025 Budget Public Hearing

Mary Alice presented the 2025 Budget, reviewing key points including Community Support, Outside Entity Applications, and Employee Benefits, and reviewed information distributed to Board Members. She provided an overview of highlights including the Business Support Program which covers the signage program (in progress), completed projects, and ongoing projects that have been delayed due to unforeseen events. She noted that public support and donations are allocated from the Town General Fund, while Economic Development is mostly supported by pass-through grant funds, adding that both these funds will support local and regional non-profits and the Main Street program, including Wayfinding and Trailblazing Signage, and the proposed regional housing authority. She noted that funds are again set aside for code enforcement efforts such as clean-up days, steel and tire recycling, and small local donations. Mary Alice noted for the record that the 2025 was presented in October and this Public Hearing for the 2025 Budget is being held by the deadline of November 15th, and the legal notice was published in the Steamboat Pilot to alert the public of the budget's availability.

Mayor Geilert opened the Public Hearing. There were no comments from the public.

Trustee Montgomery raised the topic of the wages and how the Salary Schedule was developed, expressing his concerns that the numbers were informed by communities much larger than Yampa or were based on resort wages. Mary Alice explained that if approved, wages would increase based on the 2025 Salary Schedule, with all staff receiving the cost of living increase as of January 1st and subsequently each employee receiving their step at the hiring anniversary in 2025. Trustee Montgomery suggested freezing wages, and Mary Alice confirmed that is a policy decision of the Board. He also proposed redoing and updating the Salary Survey with similar towns to Yampa in size, and geographic locations adjacent to resort communities, and job duties that compare to Yampa's. Mary Alice recommended that a third party, such as the Colorado Municipal League or Mountain States Employers' Council, conduct the salary survey. Trustee Lewis stated that doing the survey is a waste of time and noted that the Public Works employees do a lot of different jobs. Trustee Kindsvater noted that she is not saying that the Public Works employees are being paid too much. Mary Alice stated that this issue is being brought up not because of Public Works employee wages but that there is the feeling among some Board members that administrative staff is being overpaid.

Trustee Kindsvater inquired about the history and rationale behind the step system, which was explained as following standard practices and the methodology and findings were approved by the Town Board in 2022 and subsequently implemented. Trustee Kindsvater stated she thought that the Board members could undertake the review of the current salary schedule themselves. Mary Alice asked for clarification as to what information would be needed and what guidelines would be used. Trustee Montgomery confirmed using similar towns to Yampa in size, and geographic locations adjacent to resort communities, and job duties that compare to Yampa's. Mary Alice stated that Town staff would support the Board in whatever decision they make and would forward relevant information including the previous salary survey and current CML Compensation Report to Trustee Kindsvater.

Trustee Lewis expressed concern about how any new information would be used once received.

Trustee Montgomery asked about certain decision-making processes, and staff referred to the Organizational Chart contained in the Personnel Policies.

7. Scheduled Meeting/Work Sessions (5 Minutes)


- a. Town Board and other requests for Agenda Items
 - i. November 20, 2024 – Town Board Meeting
 - ii. December 4, 2024 – Town Board Meeting

8. Adjournment

Motion

Trustee Lewis made a motion for adjournment. Trustee Geanious seconded the motion, and the motion passed unanimously. The meeting was adjourned at 7:08pm.

Approved the 20th day of November 2024.


Stacey Geilert, Mayor

Attest:


Sheila Symons, Town Administrator/Clerk

