



551 Hot Springs Boulevard  
Post Office Box 1859  
Pagosa Springs, CO 81147  
Phone: 970.264.4151  
Fax: 970.264.4634

## **TOWN COUNCIL SPECIAL MEETING MINUTES FRIDAY, SEPTEMBER 19, 2008 9:00 A.M.**

- I. **CALL MEETING TO ORDER** – The meeting commenced with Mayor Aragon, Council Member Atkinson, Council Member Cotton, Council Member Holt, Council Member Jackson (by telephone), and Council Member Pierce present, roll call was not taken.
  
- II. **NEW BUSINESS**
  1. **Executive Session per C.R.S. Section 24-6-402(2)(f) in regards to Applicants for Town Manager Position.** – The council discussed asking another candidate, Mr. David Mitchem, to come for an interview and if that doesn't pan out, to re-advertise for the position. They discussed possible adjustment to the original salary range and to include a housing allowance for the new town manager. Council wants to make sure the candidate knows what salary the Town is offering before negotiations are started. Interim Town Manager, Tamra Allen said the average range runs higher than what the Town had advertised. Council Member Cotton said money doesn't always equal quality, and raising the bar wouldn't necessarily be fair to the rest of the employees. He believes sacrifices have to be made to live here and feels we need the right person, but doesn't believe money is the answer. Mayor Aragon believes the Town might have to spend more money for quality and that the Town Council needs to be more disciplined on the direction they give. Mayor Aragon and Interim Town Manager Tamra Allen believe the town needs to look into CML's range. Council Member Pierce would like to find out if Mitchem is still interested and let him know our offer is \$85, but that the council is open to offer more, establishing a pre-set range that Tom Dority could offer Mitchem knowing the council could go up to \$90,000. Council Member Pierce said Mitchem has no town manager experience and she would have a problem offering much more. Council Member Pierce asked to motion to add David Mitchem to our list of finalists and ask Tom Dority to come back for interview, Council Member Holt seconded, motion withdrawn. Mayor Aragon apologized to the Council for not properly calling the meeting to order, then retroactively called the meeting to order and explained he didn't feel the meeting needed to be in executive session. Council Member Pierce motioned to add David Mitchem to the list of finalists and instruct Tom Dority to contact him for interviews, Council Member Holt seconded, unanimously approved. The council discussed the contract with Tom Dority and the Mercer Group and questioned if there may be additional charges for possible changes. Council Member Cotton and Jackson advised the salary range offered to Mitchem stay the same as previously advertised and that Mitchem should be considered under the same circumstances as the first three finalists. Council Member Atkinson motioned

that in the event Mr. Mitchem does not work out, the council direct Tom Dority to reopen the town manager application process with an adjusted salary range of \$85,000-\$100,000, Council Member Holt seconded, motion carried with 2 nays (Council Member Pierce and Council Member Cotton). Mayor Aragon expressed his recent frustration with the town manager hiring process, his concern for the town residents and his belief that the board cares for the town and works together very well.

- III. **ADJOURNMENT** – Upon motion duly made and seconded, the meeting adjourned at 10:17am.

**Ross Aragón**  
**Mayor**