

TOWN COUNCIL SPECIAL MEETING 4/24/07 10:00 A.M.

ROLL CALL – Mayor Aragon, Council Member Cotton, Council Member Holt, Council Member Middendorf, Council Member Simmons, and Council Member Whitbred.

DISCUSSION OF PERSONNEL MATTERS - Council Member Cotton moved to go into executive session for discussion of a personnel matter under C.R.S. Section 24-6-402(2)(f) and not involving: any specific employees who have requested discussion of the matter in open session; any member of this body or any elected official; the appointment of any person to fill an office of this body or of an elected official; or personnel policies that do not require the discussion of matters personal to particular employees; to include the Council, Town Manager, and Town Clerk. Council Member Whitbred seconded. The motion carried with one abstention (Middendorf). The meeting went into executive session at 10:15 a.m.

The meeting returned to open session at 11:00 a.m.

DISCUSSION OF PERSONNEL MATTERS REGARDING TAMRA ALLEN - Mayor Aragon thinks that sometimes when staff is uncomfortable with a situation body language can be negative and he has an issue with that. He has been asked that why does it appear that staff has a chip on their shoulder sometimes when addressing council. Council Member Whitbred stated that she is well educated in planning and has ideas based on knowledge that you have and we don't and you have ideas on the direction you think the town should be going and that may not comply with the visions of the council are and this is apparent to the public. People pick up on attitudes, and body language. So take a better look on the over all picture. Council Member Whitbred cited a few specifics as to problems he has seen. Tamra has some good ideas and some he doesn't agree with and thinks she has a specific vision for the town that council may not agree with. Council Member Middendorf stated that he believes that you have to come together as a council and make a collective decision on this we can't act as individuals. Council Member Simmons said that if we are not happy we need to get together collectively and make a decision. Council Member Whitbred thinks that Tamra may be too close to the Historic Preservation stuff. Now that we have Joe on staff we can use him more, but before him that wasn't an option. Tamra stated she does work intimately with the HPB; they have 3 or 4 meetings a month and that is a board the council has appointed. Tamra stated that she is strictly a liaison between that board and the council and she chooses not to change or filter what they have to say. Changing the staff member you will have a different personality there but that isn't going to change the HPB recommendations. Council Member Middendorf stated that he has been to multiple HPB meetings and agrees with Tamra's statement. Council Member Cotton stated that he thinks he got set up in regards to the County Courthouse negotiations and don't believe he as a council person was treated fairly. Our attorney wasn't apprised to the whole scenario in making his recommendation regarding the transferability of the demolition permit. Mark stated that what Tamra attempted to do was lay out the 3 things we needed to do in that meeting knowing that if the first 2 passed then the 3<sup>rd</sup> thing would be mute. Plus the county didn't follow our advice on how to go through the process. Staff has been trying to work on this

and process the information coming through while attempting to make sure all of our i's were dotted and t's crossed. Council Member Cotton doesn't believe that he didn't get all of the information correctly. It appears to him Tamra is an advocate of the HPB rather than a liaison. Council Member Whitbred stated we rely on staff to give us 100% accurate, valid and complete information. Council Member Simmons stated we are never going to be able to get 100% of the information all of the time, sometimes our attorney doesn't get us information until way late. He doesn't think that staff is purposely with holding information to get a certain outcome. They give us the best information they have at the time, the Town Council can always table something or not act on it, which we didn't do in the case with the Courthouse. Council Member Holt stated that we need to get a good working relation in our meetings so the public doesn't perceive that the Council and staff aren't working together and we all need to focus in on that. We all need to be more conscious about the image we give to the public and that will solve a lot of our problems. Mayor Aragon stated that we cannot be objective unless we see the whole picture. We cannot lead this community if we don't come together, this is not an attack, this informational and he hopes we can work together. Tamra stated that she would never purposely give the council wrong or misinformation. She recognizes and will work on her body language but she doesn't think it is because of dissention but more frustration. She feels like she is not getting clear and decisive direction sometimes from the council. Of course she has her own ideas as a member of the community and tries not to bring them into work, we have a great document called the Comprehensive Plan that she tries to go by and when the council deviates from that she believes that it is her job to bring them the council back to that. Mark stated that in Tamra's defense she has facilitated 4 major plans (Comp Plan, DTMP, Transportation Plan, and now the Land Use Code). We have put a lot on her and it is not easy sometimes, sometimes there are issues and we try to balance this and work very closely and Mark thinks she is doing a great job. He wants to go from here forward and continue efforts we are working on. Council Member Whitbred stated that he is also getting a lot of complaints on Scott, he is not a PR person and he has got to lighten up a bit. He can be ridiculously demanding. Mark stated that he is not out to win a personality contest. Scott is not a hand holder he gives what is required and expects that back. Mark believes he is doing a good job and has significantly raised the bar compared to what he had it when he was the Building Inspector. We are one staff member short there now and are trying to fill that position now but it is also causing some frustrations. Mark thinks from a staff perspective that Scott is doing a great job. Often times the architectural teams do not provide good plans, but when you get a set of plans from Scott you can build it. Council Member Holt stated that in one aspect he is glad to hear that people are complaining, that probably means he is doing his job; the good ol' boy system isn't there any more. Council Member Cotton stated that he doesn't want it to go to far; all staff are still public servants. Mayor Aragon stated that all staff as well as the council can work on self improvements and shouldn't take it personal when there are recommendations made. When we deal with the public we have to be professionals, we have to be respectful and be open. We all have to come together and work together. Mark stated that Mayor Aragon had scheduled a workshop at 5:00 p.m. with the HPB; it conflicts with Planning Commission meeting so Tamra won't be there so Mark will facilitate it to talk about Article 14. Mark will continue to work closely with Tamra and he believes our current system works with the Council

coming to him if there are problems to work on. Council Member Cotton moved to adjourn. Council Member Whitbred seconded, the motion carried unanimously and adjourned at 12:23 p.m.