



1. **CALL TO ORDER and INTRODUCTIONS**–Meeting was called to order at 12:04pm.
  - a. **Staff:** Michelle Haynes (R10 Director), Trish Thibodo (Community Development), Eva Veitch (Community Living Services), Nancy Murphy (Small Business Resource Center), Dan Scinto (Business Loan Fund), Corey Bryndal (Broadband Project Director), Courtney Rodwell (Program & Office Assistant)
  - b. **Board Members:** Roland Mason (Past Chair, Gunnison County), Kris Holstrom (Chair, San Miguel County), Jon Waschbusch (Treasurer, Montrose County), Elyse Ackerman-Casselberry (City of Delta), Mary Bachran (Town of Paonia), Ben Tisdell (Ouray County), Roger Rash (Montrose County), Dave Frank (City of Montrose), Michael Bacani (Town of Mt Crested Butte), Kristie Borchers (Hinsdale County) Linda Riba (Montrose County) Vince Rogalski (GVTPR), Dana Hlavac (DOLA), Greg Sund (Town of Mt. Crested Butte)
  
2. **APPROVAL OF AGENDA**
  - a. Additions/Changes
    - i. DOLA Update

**Motion to approve agenda: M/S: Roger Rash/Roland Mason as accepted with addition.** None opposed.
  
3. **APPROVAL OF MINUTES for June 23, 2022, Board Meeting**
  - a. **Correction:** Add Roger Rash to the Attendance list.

**Motion to approve: M/S: Roger Rash/Ben Tisdell as accepted with correction.** None opposed.
  
4. **Business Items:**
  - a. DOLA Update from Dana Hlavac
    - i. Energy Impact Application cycle Aug 1st-Sept 1<sup>st</sup>
      1. Minimum 1-1 match
      2. Expect 2 more cycles next year.
    - ii. New programs will be out on September 1<sup>st</sup>.
  - b. Employee Handbook DRAFT
    - i. We have not updated the personnel policies/handbook since 2012 and today a draft is presented for review.
    - ii. We had discussion about some items in the handbook so that changes can be made and a final draft presented to the board for approval at the August meeting. Discussion items included employment, diversity, pay adjustments, performance evaluations, expense reimbursements, holidays, sick leave, benefits, leaves of absence, health & safety, telecommuting, social media, cybersecurity and general conduct and behavior. With some of the changes from the pandemic some of these items became more detailed: I.e. Telecommuting (employees have a home base), the new Public Health Emergency Leave act, and Cybersecurity.
      1. Page 6/7 Employment: We added detailed information about equity and diversity as many of the grants that we have been applying for are requesting these policies.
      2. Page 8 Employment Classifications: working on exempt/non-exempt classifications
      3. Page 10 Relatives: Old policy said no employee relatives would be hired. We have changed that policy here.
        - a. Dave & Ben: With the current labor/employment challenges we don't want to leave anyone out.
      4. Page 13: Pay Adjustments are approved by the board. We like to keep in mind that we are guided by a board.
      5. Page 14: Performance Evaluations: noted at least an annual evaluation. We tend to use more of a conversation format.
      6. Page 13: Expense Reimbursement is more detailed

7. Page 13: Advances or Loans: looking at how we can address that on a case-by-case basis; we may not include in the final version.
8. Page 15: Holidays we have previously had discussion on adding Juneteenth.
  - a. Kris/Ben/Roland: give management flexibility to adjust holidays based on different factors (the way the year falls, if the holiday is in the middle of the week, if a new national holiday is created).
  - b. Greg: We have floating holidays but we you can only float it to the holiday on the day of or after.
9. Page 16: Sick Leave: We kept our calculation as it is for now: about 12 days a year. They can accrue up to 480 hrs. (12 Weeks) of sick leave.
  - a. We did not put in the new Colorado Family Leave Act
  - b. Change that you can take a minimum sick leave of an hour rather than of 15 minutes.
  - c. Public Health Emergency Leave added and is based on the state law/guidelines.
10. Benefits
  - a. First of the month following the date of hire. We are reviewing to make sure this agrees with our plan documents.
11. Leaves of Absence: Standard
12. Health & Safety: In our previous policy we had a designated smoking spot and we have changed that to be a nonsmoking facility.
13. We do allow moonlighting if it is reported to management and approved by management, and it does not conflict with their current work.
14. Telecommuting is new, it was not in the old policy. We have added what the expectations are for telecommuting.
  - a. Greg Sund: Mt CB defines a home-base, with no travel within a certain distance.
15. Adding Whistleblowing to be compliant with 990.
16. Social Media use, Cybersecurity training guidelines have been added.
17. General Conduct & Behavior:
  - a. Page 35: Employees of R10 are encouraged to engage in political activities, however the Region 10 facility will not be a place to conduct that.
18. Comments submitted by August 15<sup>th</sup>.

## 5. Reports:

- a. **Executive Director/Financial Report** – Michelle Haynes
  - i. No concerns about financials
    1. YTD Income is on target
  - ii. Construction on the new building we do not anticipate starting until Nov/Dec.
  - iii. Infrastructure Position: New potential position to help communities access funding with the new IJA funds.
    1. We have heard from you all that Water Topics is important.
    2. Grant Specialist position description is included however, we have had discussion about having a more general project management position.
    3. \$70,000 salary and \$30,00 fringe. Do we want to use some of our internal revenues to attract a higher-caliber candidate for the position?
    4. Kris: Water is needed in San Miguel, Ben: River District Grant Fund is accessible to our communities, it may be possible to combine. Roland: Gunnison County, all our current staff cannot take on side projects right now. There is a benefit to having someone who knows what funding is available and knows our community needs.
    5. What does the board think about the Salary of \$70,000? Are you interest in us pursuing additional funding for a higher salary? Kris, yes if there is a very well qualified candidate, I think it would be beneficial to the position.
  - iv. We made an offer for the Olathe Entrepreneurial Manager, and she accepted the offer and will be starting next month.
  - v. 50<sup>th</sup> Anniversary:
    1. September 29<sup>th</sup> would be okay for the Board of Directors meeting prior to the celebration.
- b. **Small Business Resource Center** – Nancy Murphy
  - i. Held 3<sup>rd</sup> quarter SBRC Advisory Committee Meeting – Spanish Language program, Delta, Montrose & Gunnison are the most interested in them currently.
  - ii. Ann Bradford joining as Entrepreneur Manager on Monday August 22<sup>nd</sup>.

- iii. We will hold Gunnison Satellite office grand opening on Tuesday Sept 13<sup>th</sup>
- iv. State of CO [sales tax relief](#) for restaurants, food trucks, caterers, etc. for July, August & September.

c. **Business Loan Fund – Dan Scinto**

- i. 1 Loan in Gunnison closed this month
- ii. Amendment to CDBG
- iii. Small Business Administration Technical Assistance Highlights
  - 1. Talking to a retailer who was down 60% month over month, they are saying there is a switch in consumer sentiment
  - 2. Subcontractor on typically larger projects, a lot of change orders coming down on housing projects, downsized or canceled.
  - 3. Assisting with a lodging facility in downtown Montrose. We have requested an extension from Montrose County for the CDBG
- iv. SBA Annual Review is complete, everything on the report was positive.
- v. State of the economy: Feds made some monetary moves that will affect our loan fund. Wall Street Journal Prime plus 1%. We cannot control what the feds do. We will be closing future loans at 6.5%

d. **Community Development – Trish Thibodo**

- i. We received a grant from the Gates Family Foundation for \$50,000 for the Olathe Innovation Center
- ii. Attended NADO conference last week. National Association of Development Organizations
  - 1. Staffing & Retention
  - 2. Board Engagement
  - 3. Data
- iii. Housing Data meta-analysis will hopefully be presented at October meeting.
- iv. Central San Juan Roadmap moving towards some implementation
- v. Delta County employee training for soft skills in partnership with TCR. Addressing quality employee trainings.

vi. **Action Item:** Enterprise Zone Contribution Projects

- 1. Valley Housing Fund – Gunnison County – Capital Campaign | Workforce Housing

**Motion to approve Valley Housing Fund to apply for EZCP: M/S: Jim Gelwicks/Ben Tisdal as accepted.** None opposed

- 2. Egyptian Theater - City of Delta – Capital Campaign | Community Facility/Tourist Attraction

- a. Nonprofit has purchased it and is planning on having movies and live performances.

**Motion to approve Egyptian Theater to apply for EZCP : M/S: Roland Mason/Elyse Ackerman Casselberry as accepted.** None opposed

- 3. Valley Food Partnership – Delta/Montrose Counties - Business Assistance

- a. Connecting buyers to local producers. They have several programs for new/beginning farmers.

**Motion to approve Valley Food Partnership: M/S: Roger Rash/Jim Gelwicks as accepted.** None opposed.

e. **Community Living Services – Eva Veitch**

- i. Community Conversations – have 16 of those scheduled over the next couple of months. If you are interested in the one for your community reach out to Eva.
- ii. Hybrid call set up for the 4<sup>th</sup> for the Board, and one on September 26<sup>th</sup> at our office.
- iii. CASOA Survey: Statewide survey for older adults will have a postcard sent out in the mail and then there will be an online option. Please fill these out if you get one.
- iv. 209 Active Volunteers in the RSVP program
- v. Application will be submitted for Senate Bill 290

f. **Broadband – Corey Bryndal**

- i. The Lake City project is moving forward. Partners Gunnison County Electric and Visionary Broadband.
- ii. Received an expansion grant for equipment for the fiber along I-70 and south to Durango/Cortez
- iii. In Durango, we did a presentation for Club 20 on the Broadband project and expansion
- iv. In Telluride, close to activating a Dark Fiber link and will allow greater capacity and redundancy.

- v. Discussion with TMV to leverage existing assets to help create a first responder network with redundancy between fire stations and other areas.
- vi. Gunnison County, met with stakeholders about priorities and permanent solutions.
- vii. Garfield and Mesa County, 11 CNLs are in the process of being built there. Those sites give us redundancy and capacity. 8 are funded through DOLA and the others are working on funding.
- viii. Joined Front Range Gigapop: collaborating with higher education services.
- ix. Southwest: develop a CNL in the old post office building downtown in
- x. Submitted a letter of intent to the state for 3 projects that we are looking at in the future.
  - 1. Backbone Completion
  - 2. ISPs to build new fiber to 1000 underserved homes (per ISP)
  - 3. Kebler Pass to Crested Butte

**g. Gunnison Valley Transportation Region Committee – Vince Rogalski**

- i. July 14<sup>th</sup> the GVTPR discussed \$6million MMOF funding opportunities for 8 applications and 10 different projects.
  - 1. Awarded all the projects even though the ask was for \$120,000 more than the allotted.
  - 2. One of the applicants was able to reduce their project by \$50,000 and then All Points Travel was willing to reduce their award by \$70,000 to allow all the projects to be funded and the idea is that they will receive the first \$70,000 of the next round of MMOF Funding. Which will be \$160,000 for FY 2024
- ii. Greenhouse Gases are trying to finish up their rules. Affects MDOs and rural areas through any projects that CDOT is doing.
- iii. In the STAC Meeting we talked about Electric Vehicle Infrastructure.
  - 1. Charging Stations and putting in Level 2 or Level 3 chargers. Level 2 gives you about 2-5 miles more for each hour of charging, Level 3 gives you about 150+ miles per hour of charging.
  - 2. When we think about infrastructure and adding charging stations, we need to think about how many our communities can accommodate.
- iv. Grants that are being applied for:
  - 1. Montrose Multimodal Transit Center – All Points Transit
  - 2. Mountain Express Bus Storage Maintenance Station
- v. When the Canyon is finished (anticipated July of 2023) with the alternating closures.
  - 1. Stakeholders meeting next Wednesday August 3<sup>rd</sup> 4.-5pm
- vi. Working on Hwy 92, overlay between Hotchkiss & Crawford

**6. Next Meeting:**

- a. Board Meeting, August 25<sup>th</sup>. 12pm-3pm – Hybrid Option

**7. Meeting adjourned**