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**BOARD OF TRUSTEES**  
**October 15, 2019**  
**LEEPER CENTER – 3800 WILSON AVE.**

**Work Session --6:30 pm**

Agenda

1. Larimer County Landfill Update – Laurie Kadrich
2. Water Treatment Plant Expansion Project Update
3. Budget - Personnel

## **Work Session Summary October 15, 2019**

Work session started at 6:32 p.m. and ended at 9:30 p.m.

Board members present: Tim Whitehouse, Dan Sattler, John Jerome, Wyatt Knutson, and Troy Hamman.

Staff present: Ed Cannon, Kelly Houghteling, Pete Brandjord, Bob Gowing, Cody Bird, Brad March, Lori Woodruff, Tyler Sexton, Dave Myer and Daniel Jones.

1. Guests: Planning Commissioner Rebekka Kinney and Steven Gillette, Laurie Kadrach, and Lou Perez from the Larimer County Solid Waste Department.
2. Larimer County Landfill Update – Steven Gillette, Laurie Kadrach, and Lou Perez.

Mr. Perez gave a summary on the Waste Shed. He then reviewed the following regarding the new landfill:

- Location- Route 9 and 76.
- Traffic Flow – hauling routes
- Design – Environmental Protection
  - Groundwater Control System
  - Liner System
  - Leachate Collection System
- Litter Control Plan – Site Fencing and Perimeter Berms
- Financial Impact – Cost to Customers is lower than private industry.
- Time Line – Completion by 2023

There was a discussion regarding recyclables and what ability the Town would have to set the hauling routes.

Change in the order of the agenda.

### 3. Budget Personnel

Ms. Woodruff – Reviewed information on Wellingtons employee turnover, retention and recruitment. She gave reasons why employees leave positions and the cost of replacement. The top four areas Town employees were concerned with are retirement, leave, dental insurance and professional development/training. The strategy would be to look at retirement, leave, health and compensation this year and next year look at retention strategies, flexible and creative work/life schedules and extensive supervisor training and ongoing support. Suggestion for redesigning the cap for sick leave at 240 hours and restructure vacation for 120 hours for 0-5 years, 140 hrs. for 5-10.99 yrs., and 160 hrs. for 11+ yrs.

Mr. Brandjord reviewed the following

- Cost of living adjustment, Merit increase, and Health insurance premium

- Additional Positions – Discussion on the responsibilities of new positions
- Staffing levels
- Retirement Plan Design

Trustee Jerome asked for a schedule of salaries.

#### 4. Water Treatment Plant Expansion Project Update

Mr. Gowing presented the history of the project. The guaranteed maximum price from the CMAR Hydro is \$25,313,473.00. He reviewed the estimates at 30% of \$14.7 million and 60% of \$21.7 million. Adding in contractor contingency of 6% brings the total to \$26.8 million which is a 24% increase from the 60 percent estimate. About 12% of the increase was due to quantity increases and 12% of unit cost. Mr. Gowing reviewed the process of getting bids and possibility of reduction in costs.

Mr. Myer reviewed a graph showing maximum day use, capacity without the Micro Plant and with the Micro Plant. With the Micro plant there is more capacity, but possible chance for taste and odor. Mr. Jones explained the process and additional cost for changes in the micro filtration system.

There was discussion regarding funding, design, engineering, taste and odor and the next step.