

TOWN MANAGER REPORT - OCT 17th TOWN COUNCIL MEETING

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Library - Environmental Achievement

The Colorado Department of Public Health and Environment has recognized 167 companies for outstanding environmental achievements that help keep Colorado a desirable place to work and live. The department, in partnership with the Pollution Prevention Advisory Board and the Colorado Environmental Partnership, presented the 18th annual Environmental Leadership Awards on October 4th in Glendale. This year's program recognized 21 new Gold Leaders. The Vail Public Library is one of 90 companies and organizations statewide already designated as Gold Leaders. The library was awarded this distinction last October at the Environmental Leadership Awards event. Vail Public Library still holds the distinction of being the only Gold Level library in the State. The Leadership Program is open to all Colorado businesses, educational institutions, government agencies, communities, and nonprofits.

This is exciting news as our Town Library has voluntarily gone beyond compliance with state and federal regulations and is committed to continual environmental improvement. In 2015, the library was certified Actively Green due to efforts toward improved recycling and composting as well as educational outreach. The library currently has a very engaged staff member, Sandy Rivera, who is working diligently to increase the library's sustainability efforts on all fronts. Sandy Rivera also serves on the Town of Vail's Green Team.



Police Updates

The Vail Police Department recently said goodbye to Fran Micka who is retiring after 15 years. Fran is looking forward to a longer tennis season in Texas after serving on the police administration and records team.

The Department is finishing up two weeks of training for all the officers. The 40 hours of training that each officer received included topics such as: Domestic Violence Investigation, Eagle County Collaborative Management Program Referrals, Legal Updates, Skills Training, and Standardized Field Sobriety Testing.

Red Sandstone Parking Structure

The Council, on August 1st, directed staff to provide a reinforced foundation to the Red Sandstone Parking Structure in order to accommodate future upward expansions. The added cost to the budget based on the schematic design pricing was initially estimated to be \$732,000. The project team has advanced a design to meet this objective. Haselden Construction will have an updated cost estimate for the project with the additional foundation work. Staff will provide Council a verbal update during its regular meeting.

Staff Compensation Comparisons

With the pending approval of the 2018 Budget, there is justified interest in the Town's labor costs and compensation. In totality, the Town's labor cost represents about 66% of its total budget. This however is reflective of an array of in-house services such as the Town's library, transportation, and emergency services. We are fortunate to have these services within the structure of the Town organization. The labor costs are also reflective of a high level of services, across the spectrum, meeting the Vail standard for our residents and guests.

The budget documents will include data related to compensation comparisons with both public and private sectors. The data will graphically demonstrate that the Town of Vail is on par with its staff compensation. Council can expect more elaboration upon the topic of staff compensation in future budgets ... it is a worthy topic for discussion.

The First 30 Days ...

Council may recall the First Year Game Plan that was submitted to you in July during the recruitment process. The first 30 days were targeted to include initial organizational meetings, individual meetings with management staff, and individual meetings, with Council members. Focus would include the budget meetings, "meet and greet" functions, and acquaintance with the many boards and commissions. Toward these initial pursuits, the past 30 days have included the following:

- Full time work commenced on September 25th.
- Our weekly management meetings are occurring from 10am to noon on every Wednesday; individual meetings with all managers (directors) occur every Monday, 30 minutes per each.
- Meetings with departmental staff have included the Vail Library, the Town Administrative group, and a portion of the Public Works Department.
- I have attended the Vail Housing Authority meeting, the Vail Economic Advisory Committee, and have observed the Planning and Environment Commission in action.
- Meet and greets with individual community members have been occurring with

regularity. Lunch meetings with individual Council members have commenced.

- There has been some involvement with the budget process, focusing on specific items and narratives. The budget process has been masterfully overseen through the Finance Department with significant collaboration by all.
- In the months ahead, focus will shift to more community involvement and outreach, continued departmental meetings for the purpose of meeting the entire staff, orientation for new Council member(s), a management level retreat and a Council retreat.

Economic Development Director

Speaking of recruitment, the process is well underway for the hire of a new Economic Development Director, to fill the (very large) shoes of our recently-retired Kelli McDonald.

More than 80 applicants have submitted their resumes for the position. We have requested assistance from a small group of board members from the VEAC, VLMDAC, and CSE to assist in the selection process. Initially the HR team will work with the board group to narrow the pool to a group of finalists who will be interviewed by a panel of community members and internal staff. Additionally, we are planning for a “meet the candidates” reception and interviews for late October or early November, with a selection of the successful finalist to follow. Stay tuned.
