



# PUEBLO WEST METROPOLITAN DISTRICT

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**SPECIAL BOARD MEETING  
781 E. INDUSTRIAL BLVD.  
MONDAY, FEBRUARY 4, 2019 – 10:00 A.M.**

## **MINUTES**

### **A. CALL TO ORDER**

President Zupan called the meeting to order at 10:00 am.

### **B. ROLL CALL**

Directors Terry Zupan, Mike French, Judy Leonard, and Doug Proal, and Matt Smith were present.

Also present was Nina Vetter, District Manager; Harley Gifford, Legal Counsel; Laura Savage, Assistant to the District Manager; Tammy Nordyke, Finance Director; Jennifer Pearson, HR Analyst; Aric Ward, Human Resources Manager, and 1 audience member.

### **C. DISCUSSION WITH THE BOARD OF DIRECTORS AND SENIOR STAFF FOR THE PURPOSE OF GUIDANCE AND DIRECTION ON THE FOLLOWING TOPICS:**

**COMMUNITY VISION  
PUBLIC AND EMPLOYEE RELATIONS  
FINANCIAL FORECAST AND RESOURCES  
CURRENT VISION AND VALUES  
DISTRICT PRIORITIES  
COMMITTEE STRUCTURE  
COLLABORATION AND PARTNERSHIP OPPORTUNITIES**

Nina introduced the team and Sarah Moss who is serving as the facilitator for the day. Ms. Moss reviewed the agenda, interaction, discussions and the overall goal of discussing strategic planning and goals for the District. She led several activities to promote discussion, team activities and brain storming. Laura Savage discussed the 2018 Community Priority Survey and the Board was in consensus to move forward with a 2019 survey. Jennifer Pearson discussed the 2017 and 2018 Employee Satisfaction Surveys, exit interviews, and Human Resources metrics. A discussion was held on an employee action team that has been created to improve employee morale. Tammy Nordyke presented a budget forecast and Nina Vetter discussed current projects. The Board participated in several exercises regarding internal and external goals, and discussed economic development goals, community vision, and goals to accomplish in one year and five years.

Director Proal left the meeting at 10:17 am and returned at 11:15 am.

### **D. OTHER ITEMS**

Director French noted that former District purchasing director Greg Saweikis passed away and would like the District to plant a tree in Civic Center Park in Mr. Saweikis' memory.

### **E. ADJOURN**

There being no further business to come before the Board, President Zupan adjourned the meeting at 4:05 pm. The next regular meeting is scheduled for February 12, 2018 at the hour of 6:00 P.M., presently set for the meeting room of the Board of Directors, 109 East Industrial Boulevard, Pueblo West, Colorado.

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**Secretary**

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Approved 2/26/2019