

WESTERN COLORADO REGIONAL DISPATCH CENTER BOARD OF DIRECTORS  
SPECIAL MEETING MINUTES  
May 9, 2022

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The special meeting of the Western Colorado Regional Dispatch Center (WestCO) Board of Directors was held on Tuesday, May 9, 2022. Said meeting was held virtually and was posted in accordance with the Sunshine Law, including a link to the meeting and phone numbers for public participation.

**BOARD OF DIRECTORS PRESENT:**

John Cheroske, Chairperson, Division Chief, Telluride Fire Protection District  
Blaine Hall, Police Chief, Montrose Police Department  
Tad Rowan, Secretary, Fire Chief, Montrose Fire Protection District  
Chris Broady, Police Chief, Mountain Village Police Department  
Gene Lillard, Sheriff, Montrose County Sheriff's Office  
William Bell, City Manager, City of Montrose  
Josh Comte, Marshal, Telluride Marshal's Office  
Shane Schmalz, Marshal, Ridgway Marshal's Office  
Tammy Stroup, Undersheriff, Ouray County Sheriff's Office  
Matt Patrone, Fire Chief, Olathe Fire Protection District

**GUESTS:**

Mandy Stollsteimer, Executive Director, WestCO Regional Dispatch Center  
Mikayla Unruh, Deputy City Clerk, City of Montrose  
Chris Dowsey, Assistant City Attorney, City of Montrose  
Drea Cole, System Administrator, Montrose Police Department  
Matt Goetsch, Director, METSA  
Paul Gottleib, President, METSA  
Cheryl Hill, Supervisor, WestCO Regional Dispatch Center

CALL TO ORDER

The meeting was called to order at 3:08 p.m.

COMMUNITY COMMENT

Public comment was accepted. No public comment was received.

RATIFY REQUEST TO CALL A SPECIAL MEETING

A motion was made by William Bell, seconded by Tad Rowan, to ratify the request to call a special board meeting. All voted yes. Motion passed.

APPROVAL OF AGENDA

Executive Director Mandy Stollsteimer requested the addition of a discussion item for Board approval to hire seasonal part-time employees following agenda item number 7.

A motion was made by Tad Rowan, seconded by Matt Patrone, to approve the agenda for the May 9, 2022 special board meeting with the proposed addition. All voted yes. Motion passed.

#### 2022 WESTCO SALARY AND BONUS CONSIDERATION

Executive Director Mandy Stollsteimer provided a summary of her report presented at the May 3 work session to address staffing challenges at the WestCO Center. Stollsteimer presented three options to immediately address staffing concerns. These options include maintaining current salary levels and addressing any potential increases in the 2023 budget cycles, increasing current salary levels in accordance with surveyed staffing data which shows WestCO's salary range to be 8% lower than that of comparable centers, or maintaining existing wage levels and implementing a hiring and retention bonus program.

Stollsteimer noted that the latest salary information from the Employers Council is not yet available and as such, has not been factored into the second option. With this in mind, Stollsteimer recommended Board approval of the third option as this strategy would attract new applicants to WestCO while also acknowledging longevity of service for current employees. Stollsteimer further explained that the third option would allow time to receive final data and recommendations from the Employers Council to better inform any potential recommendations for the 2023 budget.

The Board discussed the proposed options, noting the importance of requiring any bonus to be returned if an employee voluntarily leaves WestCO within the calendar year the bonus is received. The Board reached a consensus that employees must repay 100% of the hiring bonus if they voluntarily resign within 12 months of employment and similarly, they must repay 100% of the retention bonus if voluntarily resigning within 13-24 months from the date of hire or 50% of the retention bonus if voluntarily resigning within 25-36 months from the date of hire.

A motion was made by Tad Rowan, seconded by Gene Lillard, to approve option three with the caveat that retention bonuses be given to current ECS/ ECS-1 and supervisor positions and any hiring bonuses would apply only to ECS-1 and ECS-2 positions. In addition, existing employees will contract for repayment in the event that they voluntarily leave the WestCO Center within the 2022 calendar year. Repayment of hiring bonuses for new employees will be revised to \$3,000 in the first year, \$1,500 in the second year, and \$750 in the third year.

#### 2022 REGIONAL DATA SPECIALIST-1 POSITION

Board members William Bell and Blaine Hall exited the meeting.

Chris Broady provided an update on the current status of the Regional Data Specialist-1 position, noting that no viable applications for the position have been received to-date. To make the position more appealing to potential applicants with the desired skillset, Broady recommended increasing the salary range to align with similar positions throughout the region. As such, Broady recommended the board increase the salary to the average range as surveyed around the state of \$50,531.

A motion was made by Chris Broady, seconded by Tad Rowan, to increase the salary for the Regional Data Specialist position to the average regionally-surveyed salary amount of \$50,531 with no hiring bonus. All voted yes. Motion passed.

#### REQUEST TO HIRE SEASONAL STAFF

Executive Director Mandy Stollsteimer requested authorization to hire up to four part-time seasonal employees for the next 9 months and to explore the possibility of a continuous part-time position to be added to the 2023 budget.

The Board expressed concern about the amount of experience seasonal employees may have and the staffing necessary to train seasonal employees. Stollsteimer recommended creating two ECS-1 and two ECS seasonal positions to allow for training and scheduling flexibility.

A motion was made by Tammy Stroup, seconded by Josh Comte, to authorize the hiring of four part-time seasonal employees for the 2022 budget year. All voted yes. Motion passed.

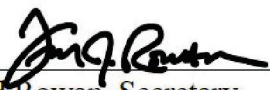
#### GENERAL WESTCO BOARD OF DIRECTORS DISCUSSION

Chris Broady inquired about the status of radio re-programming efforts for Ouray County. Tammy Stroup shared that Ouray County is on-track to complete the process by the end of the week.

#### ADJOURNMENT

A motion was made by Chris Broady, seconded by Tad Rowan, to adjourn the meeting at 4:06 p.m. with no further action taken. All voted yes. Motion passed.

ATTEST:

  
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Tad Rowan, Secretary

  
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John Cheroske, Chairperson