

Coopman said he already knew, saying that there was an administrative decision involving Triview that was made with the assistance of one board member out of the full view of the board. "Tami (Tanoue, lead counsel for the Colorado Intergovernmental Risk Sharing Agency (CIRSA)), was shocked that this happened. We need to clarify the roles of the people who sit up here and their involvement in the day-to-day operations of the town, which should not happen. "Our involvement is up here as policymakers," Coopman said. "Mr. Lowe needs to manage the town. We do not need to be involved in those administrative decisions. That's not our job. I can't wait for the day when Mr. Lowe can manage the town and we can sit up here as policymakers for the benefit of the people in this room and the residents of this community!" Medlicott added that if town business were discussed at a meeting,

the entirety of the board needed to hear about it.

Kaiser said Triview President Reid Bolander had asked him a question, but Kaiser had directed him to Lowe. In between interjections from Coopman and Medlicott, Kaiser said that what he and Bolander discussed and decided was, "how inappropriate it was for a board member to tell our town manager to 'F off,' how we would never talk to our employees that way, how degrading it is, and unprofessional. We agreed to never stoop to that level of abuse or degradation."

Medlicott countered that this was a personal conversation and implied this was not

relevant.

Kaiser continued to answer the question, saying they talked about how staff had been subjected to degrading comments and reduced to tears, and how one board member was continually dishonest. "We agreed never to treat people like that. These are things that pertain to the town and how town staff is treated. That was not in Mr. Lowe's report."

Elliott, Bornstein, and Wilson continued the topic. Finally, Wilson asked Shupp, "If three board members approached you outside of a meeting to discuss contract and termination of a staff member, would that be an illegal meeting?" Shupp replied,

"It would not be appropriate, for sure." Wilson shook his head but did not ask for further clarification.

During public comments later, four people talked about this part of the meeting. Their comments included:

- Nancy Swearengen: I am appalled at the four of you.

You have been working on this little coup you have attempted tonight ever since you have been elected.

- John Howe: You are not going to build trust on something that the four of you are trying to do. Get your act together and do something for the town.

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