

the town manager hiring process was originally scheduled to occur during executive session, but Mayor Rafael Dominguez said that Pamela Smith requested that it be conducted in public instead.

He began what turned into a one-hour discussion by reminding the board that town ordinance requires that at special meetings, no business can be conducted that was not stated in the posting. See article on page 14.

Bornstein left the April 20 meeting before this dis-

ussion, but all the other trustees and staff made prepared statements culminating in a consensus to keep Smith in both roles as town manager and interim treasurer for now and begin a professional search for a town manager using requests for proposals (RFPs). Comments are briefly summarized here:

**Pamela Smith** – Do you have any issues with the way I am communicating or the work that I was doing as town manager or treasurer? I didn't request this. I found this process insulting and I felt very blindsided. Yes, the plan (to do both jobs) was shortsighted, and it wasn't discussed at length. We need to start communicating on both sides of the fence.

**Becki Tooley** – We jumped the gun in how things were approached. We agree a dual role of this magnitude cannot continue. We will continue to seek a new town manager but not seek to vacate your position unless the time frame determines otherwise. Our intention was not to show a lack of confidence.

**Kelly Elliott** – There was a lack of transparency and communication over the past couple months. I found out from an interview candidate, and not the town, that Pam would be responsible for town manager operations and that the new hire would do other responsibilities which were not clear to me, and I was surprised. I know you do eventually want to get to be finance director. It will be great to get RFPs out to help us with town manager hiring.

**John Howe** – I don't question your ability as treasurer. Letting you do two 40-hour plus jobs was unconscionable on my part. But I was blindsided when suddenly I heard we were looking for a town manager instead of a treasurer because you didn't get responses for treasurer. We were not advised of that. But now we are on the right track.

**Jeff Smith** – This is objective and not personal. If you had resigned or been relieved, we would have found an interim town manager. You were put in a very difficult position; there's no way a person can faithfully discharge both jobs well. This town has inherited years of accumulated bad management that culminated in this moment. I was dumbfounded when I found out you have not been given direction by the board about priorities or given evaluation criteria to know if you are performing to what the board wants. This is a big rock that has been going downhill, and it's time for a change. The board's responsibilities are not just to take a back seat but to have adequate governance and oversight.

**Pamela Smith** – It is impossible to do both jobs without good support staff, but the directors have all stepped up and worked very hard to take what they can off my plate. Hiring an interim manager requires a process very similar to getting a manager; it's a process in itself. I take exception to the statement that the town has been poorly managed for years; we have an exceptional board and excellent staff. I don't want two jobs; I just want to see a good transition from leadership to leadership.

**Jeff Kaiser** – I have never had an issue on communication with Pam. Pam stepped forward when she didn't have

to. You have great pride in what you do. On occasion, personal situations arise, and we had the opportunity to show leniency to an outstanding employee. We agree this is not sustainable situation. We have 10 years of valued outstanding performance from you.

**Dominguez** – Not once have I ever heard you complain. You were a major stabilizing force when Cathy Green, our town manager, went away, and when our treasurer stepped away. You deserved better than how things have happened in last two weeks. You were not given due respect, regardless of the intentions. I completely disagree with the statement on bad management, considering the number of years I have been associated with this town. I hope that clearing the air this evening makes it very clear that you have the support of this board.

**Jeff Smith** – She still has not been given direction by the board on what her priorities should be. That's why I said this board has been poorly managed. We are supposed to identify priorities. That's how we got in this predicament.

**Pamela Smith** – Rewriting of the comprehensive plan is huge and will coalesce everything in a better direction. I was trying to protect what we have built and control what we have built here and have faith that the board will hire someone excellent for the open town manager position.

**Jeff Smith** – What is needed is a transition book with background and history; that's what I want you to do. I want the new town manager to not have to rediscover everything – whatever the main issues are that the department heads think are hot items that need to be pursued first and get it ready to give to the new town manager so they don't start from zero. (Pamela Smith, Howe, and Tooley agreed.)

**Gary Shupp** – The board has encroached on administrative areas by giving direction to staff when it is inappropriate to do so. The board needs to confine itself to vision and policies and not day-to-day administration.

**Turner Smith** (married to Pamela) – Thanks to the board for support of my wife. But how is she supposed to write a how-to book while she is continuing to do two jobs?

**Bulk water station update**

Public Works Director Tom Tharnish said that the hours for the bulk fill station on Wagon Gap Trail have been changed to 5 a.m. to 9 p.m. to accommodate residential users. He anticipated that commercial users would not be using the station after May since they will be using meters elsewhere instead. Later in the meeting, resident Cheri Hysell thanked the board and staff for trying to come up with a solution for the neighborhood.

**New sidewalk; parks master plan**

Pesicka said that Pikes Peak Area Council of Governments is providing funding for a sidewalk to be built from the mobile home park on Beacon Lite Road south to Highway 105. A resident had expressed concern about safety of pedestrians along this road.

All Tri-Lakes area residents are invited to any of three open houses that will show the proposed \$1.2 million Parks Master Plan for four Monument Parks. They will be from 4 to 8 p.m.:

- May 14 at Monument Town Hall
- July 21 at Bear Creek Elementary School
- Aug. 27 at Monument Town Hall.

See [www.ocn.me/v15n4.htm#mbot0316](http://www.ocn.me/v15n4.htm#mbot0316) for a description of the draft parks plans.

**Liquor licenses**

Town Clerk Cynthia Sirochman said the state denied the liquor license that the town approved at its April 6 meeting for The Village Merchants since they did not meet the statutory definition of an art gallery, and the alcohol service times coincided with class times and so was not being given away freely.

The trustees unanimously approved a beer and wine license for the Broken Bones Smokin' Pit restaurant. Owner Randy Jensen said he has taken the TIPS training course and is training his staff, and he met with town staff to learn about compliance with code enforcement rules on outdoor seating when serving alcohol.

At 10:19 p.m., the board went into executive session for developing strategy for negotiations, instructing negotiators, and determining positions relative to matters that may be subject to negotiations (town manager recruiting firm RFP). Sirochman reported that no announcements were made after the executive session.

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The Monument Board of Trustees usually meets at 6:30 p.m. on the first and third Mondays of each month at Monument Town Hall, 645 Beacon Lite Road. Call 884-8017 or [www.townofmonument.org](http://www.townofmonument.org) for information. The next meeting is scheduled for May 4.

Lisa Hatfield can be reached at [lisahatfield@ocn.me](mailto:lisahatfield@ocn.me).

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