



Town Council Meeting Minutes

Tuesday, January 2, 2024

4:00 PM

130 Kearns Road

Town Council Chambers

Snowmass Village, CO, 81615

You can watch the meeting live online on our website at tosv.com

Mayor Madsen called to order the Regular Meeting of the Snowmass Village Town Council on Tuesday, January 2, 2024, at 4:00 pm.

A complete live recording of this meeting can be found at www.tosv.com under Town Council Meetings. This meeting will be archived indefinitely, allowing you to view it anytime.

1) CALL TO ORDER

4pm

2) ROLL CALL

Council Members Present: Susan Marolt, Britta Gustafson, Alyssa Shenk, Tom Fridstein, Bill Madsen.

Council Members Absent: none

Staff Present: Clint Kinney, Town Manager; Jeff Conklin, Town Attorney; Greg LeBlanc, Assistant Town Manager; Talita Garcia, Human Resources Director; Betsy Crum, Housing Director; Terri Everest, Assistant Housing Director; Mitch Osur, Operations and Compliance Manager; Dave Shinneman, Community Development Director; and Megan Harris Boucher, Town Clerk.

Public Present: Lucy Peterson, Shashi Neerukunda, Darrell Smith, Rebecca Paschal, Debra Madsen, Dave Spence, Jon Galli, Naomi Smith, Gus Oliver and Nicholas Grau.

3) **PROCLAMATIONS AND PRESENTATIONS**

4) **PUBLIC COMMENT**

Nicholas Grau lives in employee housing and has worked in SMV in the restaurant industry for 8 plus years. Grau commented on the 3% increase in employee housing rent being hard on employees. He is thankful for housing at the “Green Ghettos” but thinks it is too expensive. He is concerned about the installation of heat tape next to his apartment and thinks it is not up to code and is dangerous.

5) **CONSENT AGENDA**

5.A) 2024 Draft Agendas

[Pages 3-6 2024 Agenda Overview](#) 

Council would like to add to a future agenda an update on the Collective, how it is serving the community and future programing in the building.

5.B) Resolution designating Public Notice Boards

[Pages 7-8 Agenda Item Summary - Public Notice Boards & Reso 1](#) 
[Pages 9-10 Resolution No. 1, Series 2023 - Public Notice Board DRAFT](#) 

Councilmember Fridstein motioned to approve the Consent Agenda. Councilmember Gustafson seconded. All in favor.

6) **PUBLIC HEARINGS - QUASI-JUDICIAL HEARINGS**

7) **POLICY/LEGISLATIVE PUBLIC HEARINGS**

8) **ADMINISTRATIVE REPORTS**

8.A) [Employee Survey Results](#)

[Pages 11-12 Agenda Item Summary - Employee Survey Results](#) 
[Pages 13-20 Employee Survey 2023 results](#) 

Human Resources Director, Talita Garcia summarized the agenda item, described the process of rolling out the survey, reported the responses, and highlighted some information gleaned from the responses.

Garcia described some planned programs including a new recognition program, offering additional trainings for supervisors, a new performance management software and additional opportunities for stay interviews.

Council commented on the importance of communicating to all employees all the opportunities available to them as well as any new ones. Responses show that housing

is a huge factor with employees and emphasized the importance of work/life balance. Council suggested doing the employee survey every 2 years to help combat survey fatigue.

8.B) [Discussion to Consider Amending the Land Use and Development Code to Improve the Review of Designated Workforce Housing Projects](#)

[Pages 21-22 Agenda Item Summary - Improve Workforce Housing Process](#) 

[Pages 23-26 Agenda Item Summary - Housing Inheritance Discussion](#) 

Town Manager Clint Kinney, Housing Director Betsy Crum, and Community Development Director Dave Shinneman summarized the current land-use process and the proposed change. They further described a State of Colorado initiative to encourage municipalities to improve and simplify the process. The proposed change to a Special Review process was explained as the most elegant way to improve the process, describing it as less formal, more collaborative, and emphasizing that the Council sets the tone.

Council discussed pluses and negatives to both the existing process and proposed Special Review Process. Council had a robust discussion with both strong negative and positive opinions on the proposed process improvement.

Shinneman referred to the Comp Plan and the clear direction for the need for workforces housing. The Special Review process would reduce costs and increase opportunities for community feedback earlier on in the process.

Councilmember Fridstein motioned to direct staff to come back with a draft of a plan for a Special Review Process with some additional structure to not only ensure collaboration and community conversation but also to engage the Planning Commission early on in the review. Councilmember Marolt seconded. All in favor.

8.C) [Housing Inheritance Discussion](#)

Housing Director Betsy Crum, Assistant Housing Director Terri Everest and Operations and Compliance Manager Dick Osur summarized the agenda item and presented material from the packet. They outlined three main options for Council to consider: the APCA option; the Crossings Only Option; and the Locals Advantage option.

Council had an in-depth discussion of each of the options with many differing opinions. Many Councilmembers had changes and suggestions for the options to bring them closer in line to their intentions.

Public Comment:

Dave Spence original owner on Maverick Circle in the Crossings. He and his wife brought up 2 kids in the Crossings. He stated that the inheritance clause was so important when they bought. His comments centered around supporting the provisions of the original deal.

Gus Oliver owns a home on Stallion Circle. He commented that since it is high season and lots of employees are working, many cannot be here to comment. He suggested these meetings happen when employees can make it. He challenged Council to build more housing, as soon as possible. Oliver also commented that the ball option/Local Advantage option is good but thinks that more than 2 balls for 5 years would be more appropriate. Believes Local kids who grew up here should be at top of the list, process should be streamlined to build more housing and the Town should honor the original agreement at Crossings.

Naomi Smith lives on Stallion Circle. Asks Council to look more at inheritance of home and consider that an immediate family member, who is qualified, should be able to inherit the house. She further suggested an option or arrangement to provide for an underage dependent who is orphaned due to death of their parent/s, to allow them to stay in the home and be cared for by a guardian. She further expressed that she does not agree with limiting the inheritance to just one generation. These all help the community to build legacy.

Council discussion continued including using some APCHA language as examples for different parts of the regulations; importance of legacy for the community; honoring original 1994 agreement with the Crossings and original owners before 2002; enhancing the Local Advantage option; further defining employee vs qualified applicant; and importance in recognizing the limited availability of our deed restricted housing.

Council agreed on the following for staff to incorporate into the housing policy and bring back to an upcoming meeting for confirmation: give kids who grew up in SMV a greater option/advantage in the lottery. This might look like kids who graduated from Aspen High School and spent at least the last 7 plus years living in SMV minus the 6 years away for college/grad school/work experience and have a parent employed in SMV, get additional chances in the lottery equivalent to the first or second tier of the lottery. Staff will draft a few options and bring it back to Council for further discussion.

Regarding the Crossings-Only Option, staff will go back to the original Crossings agreement from 1994 and pull language that directly reflects and honors that original agreement but change it for just one generation. There was some additional discussion on "qualified employee" vs "qualified applicant."

Council directed staff to bring it back as policy before it is presented as code and public will have additional opportunities to comment both during next discussion as well as at the first and second reading of an ordinance once that is ready for Council to consider.

9) [TOWN COUNCIL REPORTS AND ACTIONS](#)

Councilmember Gustafson reminded all that the delegates from Shimukappu, Japan will be enjoying a day in Snowmass Village on Monday January 8 and then joining the Town Council meeting at 4pm. In addition, there will be a community event at the Aspen

District Theatre celebrating the 30th anniversary of the relationship on Sunday, January 7th in the evening.

Councilmember Fridstein attended the Water Collaborative where they had a presentation from the Airborne Snow Observatories. The study helps determine the depth of the snowpack. They have a call out for additional funds to assist in their efforts.

Mayor Madsen attended a meeting with Jazz Aspen. He also has an upcoming RFTA meeting which Shenk will attend as well. Madsen attended a Nordic Council last week with Marolt where several existing easements were confirmed. Council noted the additional real trash cans along Labrador Lane. Njordic Council has a call out for additional equipment and the need for a maintenance schedule for the free skis.

Councilmember Shenk would like to bring the Transit Center and improvement plan for the RFTA and SMV Shuttle station back to Council to look at reworking and redesigning for safety and workability. First-class Resort needs a first-class solution.

Council would like to look at this situation again and any proposed improvement plans and Staff will add to an upcoming agenda.

10) ADJOURNMENT

Councilmember Fridstein motioned to adjourn. Councilmember Marolt seconded. All in favor.

Adjourned at 7:01 pm

The Snowmass Village Town Council approved this set of meeting minutes at their Regular Meeting on Monday, February 5, 2024.

Submitted By,

A handwritten signature in black ink, appearing to read "Megan Harris Boucher". The signature is fluid and cursive, with the first name "Megan" being the most prominent.

Megan Harris Boucher, Town Clerk