

**MINUTES OF A SPECIAL MEETING OF
THE BOARD OF DIRECTORS OF THE
WHEAT RIDGE WATER DISTRICT
HELD
DECEMBER 16, 2025**

A Special Meeting of the Board of Directors of the Wheat Ridge Water District (referred to hereafter as “Board”) was held on Tuesday, the 16th day of December, 2025, at 4:00 p.m. The meeting was held at the District Office, 6827 W. 38th Avenue, Wheat Ridge, CO 80033, and was open to the public.

ATTENDANCE

Directors in Attendance Were:

Clancy Degenhart
Kristi Davis
Kelly Baillie
Zachary Urban
Juanita Stites

Also In Attendance Were:

Nick Moncada; Public Alliance, LLC
Timothy J. Flynn, Esq.; Ireland Stapleton Pryor & Pascoe, PC

**ADMINISTRATIVE
MATTERS**

Agenda: Director Degenhart, noting that a quorum of the Board was present, called the meeting to order at 4:05 p.m. and reviewed the Agenda with the Board.

Following review and discussion, upon motion duly made by Director Urban, seconded by Director Baillie and, upon vote, unanimously carried, the Board approved the agenda, as presented.

**PUBLIC
COMMENTS**

Public Comment: None.

OPERATIONS

Manager’s Employee Evaluation Analysis:

Executive Session: Upon motion of Director Baillie, seconded by Director Davis, and upon an affirmative vote of at least two-thirds of the quorum present, the Board pursuant to §24-6-402(4)(f), C.R.S. went into executive session at 4:46 p.m. for the purpose of discussing staff performance, review and salary recommendations.

The executive session was recorded as required by law.

The Board reconvened in regular public session at approximately 5:15 p.m.

RECORD OF PROCEEDINGS

Following discussion, upon motion duly made by Director Urban, seconded by Director Stites and, upon vote, unanimously carried, the Board approved bonuses (prorated by the amount of time the employees have been employed by the district in 2025), and 2026 cost of living as well as merit increases for staff at the discretion of the district manager based on 2025 employee evaluations. The Board granted the position of operator in responsible charge to Mr. William Green and a pay rate increase for taking that role.

Water Rate Increases and Block Charge Tier Structure for 2026: Mr. Nick Moncada presented an analysis of current and proposed block charge tier structures.

Following review and discussion, upon motion duly made by Director Urban, seconded by Director Baillie and, upon vote, unanimously carried, the Board approved the restructuring of block charges for residential and duplex tiers as follows:

- Residential Blocks
- Block 1 0-6,000 gallons
- Block 2 7,000-15,000 gallons
- Block 3 16,000-25,000 gallons
- Block 4 26,000-40,000 gallons
- Block 5 41,000 and above
- Duplex Blocks
- Block 1 0-10,000 gallons
- Block 2 11,000-26,000 gallons
- Block 3 27,000-38,000 gallons
- Block 4 39,000 and above

OTHER BUSINESS

None.

ADJOURNMENT

There being no further business to come before the Board at this time, upon motion duly made Director Urban, seconded by Director Davis and, upon vote, unanimously carried, the meeting was adjourned.

Respectfully submitted,

By:  _____
Secretary for the Meeting