



**GRAND LAKE BOARD OF TRUSTEES  
SPECIAL MEETING**

**Monday, October 17, 2025, at 10:00 AM**

**Town Hall Board Room – 1026 Park Avenue**

*The Town of Grand Lake upholds the Six Pillars of Character:  
Citizenship, Trustworthiness, Respect, Responsibility,  
Fairness and Caring*

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**1. Call to Order**

Mayor Bergquist called the Board of Trustees special meeting to order at 10:14 A.M. in the Town Hall Board Room.

**2. Roll Call**

Mayor Bergquist, Mayor Pro-Tem Sobon, Trustees Arntson, Causseaux, Schoenherr, Mills, Town Attorney Krob and Town Clerk Carrell were present.

Trustee Causseaux motioned to excuse Trustee Miller absence from today's special meeting. Trustee Arntson seconded the motion, and Town Clerk Carrell called for a vote.

<b>Trustee Schoenherr</b>	<b>Aye</b>
<b>Trustee Mills</b>	<b>Aye</b>
<b>Trustee Arntson</b>	<b>Aye</b>
<b>Trustee Causseaux</b>	<b>Aye</b>
<b>Mayor Pro-Tem Sobon</b>	<b>Aye</b>
<b>Mayor Bergquist</b>	<b>Aye</b>

**3. Conflict of Interest**

Mayor Pro-Tem Sobon stated that, while he has known Matthew Reed for some time and they are friends, he will focus on reviewing and commenting on factual information during the meeting, rather than making motions or expressing personal opinions.

**4. Items of Discussion**

**A. EXECUTIVE SESSION PURSUANT TO SECTION 24-6-402(4)(f), C.R.S. FOR THE PURPOSE OF DISCUSSING A PERSONNEL MATTER THAT INVOLVES THE TOWN MANAGER AND PUBLIC WORKS DIRECTOR.**

Town Attorney Krob asked Mr. Reed-Tolonen whether he wished to proceed with the personnel matter in public or in Executive Session, explaining that the purpose of an Executive Session is to protect the privacy interests of the personnel involved. After discussion, it was determined that the Executive Session would first address the Town Manager's conduct regarding personnel decisions. Mr. Krob emphasized that only the two employees and the Board should be present to maintain confidentiality, and that other staff or community members could participate only in public discussion if appropriate.

Procedures for Executive Session were discussed, including the ability to call in employees for questioning while maintaining confidentiality. Mayor Pro Tem Sobon suggested that the public be temporarily excused and allowed to return for any public discussion following the Executive Session.

The Board discussed whether public comment should occur before or after the session. The Town Attorney advised that, to protect privacy and comply with the purpose of the special meeting, the personnel matter related to Mr. Reed-Tolonen's performance should be addressed publicly only after the Executive Session concerning the Town Manager's conduct. Trustees then confirmed their intent to enter Executive Session to discuss the Town Manager's performance, consistent with statutory and procedural requirements.

Mayor Bergquist made a motion to enter into executive session pursuant to Section 24-6-402(4)(f), C.R.S. for the purpose of discussing a personnel matter that involves the Town Manager and Public Works Director. Town Clerk Carrell called the vote:

<b>Mayor Pro-Tem Sobon</b>	<b>Aye</b>
<b>Trustee Causseaux</b>	<b>Aye</b>
<b>Trustee Schoenherr</b>	<b>Nay</b>
<b>Trustee Mills</b>	<b>Aye</b>
<b>Trustee Arntson</b>	<b>Aye</b>
<b>Mayor Bergquist</b>	<b>Nay</b>

Town Attorney Krob noted for the record that the Board concluded its Executive Session at approximately 2:15 p.m., and the Board reconvened into open session at approximately 2:45 p.m.

Town Attorney Krob stated that the Executive Session was conducted to discuss a personnel matter involving the Town Manager. Present during the session were the Town Board of Trustees, and the Town Manager was invited to participate in part of the discussion. Attorney Krob was also present virtually. He noted that the discussion is subject to attorney-client privilege. He then asked if anyone felt the discussion went outside the scope of the motion to enter Executive Session; hearing no objections, the Board proceeded with the regular portion of the meeting.

Town Attorney Krob addressed Matthew Reed-Tolonen prior to proceeding with the public portion of the meeting. He noted that the Board had just concluded discussions with the Town Manager and had received and reviewed several letters in support of Mr. Reed-Tolonen. Attorney Krob reminded Mr. Reed-Tolonen that he has the option to have this portion of the proceeding conducted either in open session or in Executive Session. He explained that if Mr. Reed-Tolonen chooses open session, the Board would hear comments from the public, which could be either favorable or unfavorable. Attorney Krob then asked Mr. Reed-Tolonen to confirm whether he wished to proceed in open session or in Executive Session.

Mr. Reed-Tolonen confirmed he would like to proceed in open session.

The Board discussed how to handle written correspondence received regarding Mr. Reed-Tolonen, noting that emails submitted included both supportive and critical comments. Town Attorney Krob advised that, at this point, the emails remain confidential because they relate to a personnel matter. However, if either Mr. Reed-Tolonen or the Board chooses to refer to them during the public session of the meeting, the emails would become public documents. Attorney Krob further advised that the Board could either consider all the emails or none, at Mr. Reed-Tolonen's discretion. Mr. Reed-Tolonen agreed to have all correspondence considered. The Board will review the written submissions in addition to hearing public comments during the meeting.

Mayor Bergquist expressed concern regarding the letters received related to the personnel matter. She noted that, while these letters reflect varying viewpoints, sharing or emphasizing sensitive content publicly could create unnecessary tension and distress within the community. Mayor Bergquist emphasized the difficulty of the situation for all parties involved, including Mr. Reed-Tolonen, the Board, and the community, and encouraged consideration of the impact on everyone's well-being and safety. Her comments were offered as a personal reflection, underscoring the importance of handling the matter with discretion and care.

Mr. Reed-Tolonen stated that he would like the opportunity to review the letters first.

Matthew Reed-Tolonen, 35 County Road 4953- Mr. Reed-Tolonen addressed the Board, expressing pride in the work and professionalism of the Public Works team. He highlighted the department's efforts in maintaining roads, public spaces, and infrastructure, noting that their work contributes to the town's appearance and functionality. He emphasized his commitment to setting high standards, providing clear direction, accountability, and support to ensure his staff's success. Mr. Reed-Tolonen also addressed concerns regarding the scope of his role, stating that any efforts beyond traditional responsibilities are undertaken with transparency, collaboration, and the goal of benefiting the community. He concluded by reaffirming his dedication to maintaining high standards and fostering a town environment that residents and visitors value.

Saundra Becket, 1620 West Portal Road- Mrs. Beckett addressed the Board, stating that she is a recent resident and does not have a personal relationship with Matthew Reed-Tolonen. While she is not familiar with the details of the personnel matter, she expressed concern that the action taken appears to be an extreme measure. She asked whether alternative mitigation strategies were considered, whether the decision involved collaboration with appropriate parties, and if all relevant considerations were evaluated prior to the action.

Mayor Bergquist stated that the Board would not be answering questions during the meeting. She clarified that the focus of the meeting is to review the process by

which the Town Manager made the determination, including training and various practices implemented across Colorado government and Mountain State municipalities. The Board is examining the steps the Town Manager took, the findings from that process, and how those findings were considered in making the decision.

Arnold Miller, 301 County Road 48- Mr. Miller praised Matthew Reed-Tolonen as a hardworking individual with high standards who is committed to making Grand Lake a better community. Mr. Miller highlighted Mr. Reed-Tolonen's role in bringing skijouring to the town and noted that he had observed respectful interactions between Mr. Reed-Tolonen and his staff. He urged the Board to carefully review the process leading to Mr. Reed-Tolonen's termination and to make an independent determination regarding its fairness, equity, and adequacy, suggesting that reinstatement may be warranted if the process was found lacking.

Brenda Freeman, 668 County Road 405- Mrs. Freeman addressed the Board, stating that she has lived in Grand Lake since 2000 and has never seen the town look as well maintained as it does currently. She praised the organization and execution of town events, noting that they are consistently well managed. While she acknowledged that she does not know the full details of the personnel matter, she emphasized the importance of communication, transparency, and professionalism in addressing any issues. Mrs. Freeman expressed that the public should understand how decisions are made and how concerns are communicated, particularly when the town consistently demonstrates positive outcomes.

Cindy Coolen, 1204 West Portal Road- Ms. Coolen addressed the Board, stating that although she does not know Matthew Reed-Tolonen personally, she has interacted with him at several town events and is familiar with his character. She praised his responsiveness and contributions to the community, including his efforts during the East Troublesome fire, noting his bravery and dedication even when his own property was burning. Ms. Coolen acknowledged that there have been disagreements within the town government but expressed appreciation for Mr. Reed-Tolonen's professionalism and contributions to the town.

Dave Freeman, 668 County Road 405- Mr. Freeman addressed the Board, expressing appreciation for the improvements in the town's operations and appearance, particularly noting the organization of events. He highlighted the importance of having a capable individual in the relevant position, praising Matthew Reed-Tolonen for his dedication, skills, and effectiveness in managing town affairs and events.

Attila Koreny, 120 County Road 4153- Mr. Koreny addressed the Board, stating that he has owned property in the area since 1992 and has known Matthew Reed-Tolonen for approximately 15 years. He praised Mr. Reed-Tolonen's consistent willingness to assist others, his dedication to the town, and his commitment to maintaining and improving public spaces. Mr. Koreny highlighted Mr. Reed-Tolonen's reliability and work ethic, citing early mornings and late nights spent on town responsibilities. He said that it is difficult to imagine the current situation arising and emphasized his view that Mr. Reed-Tolonen's contributions to the community have been exemplary.

Cody Gardner, Public Works Operator/Mechanic- Mr. Gardner, a mechanic who began working in May, addressed the Board regarding his experience in his new role. He stated that he has had no complaints about working with Matthew Reed-Tolonen and that he has observed no disrespect toward staff. Mr. Gardner noted that, while he spends most of his time in the shop and has limited interaction with the broader team, he was unaware of any significant issues or threats within the team until recently. He expressed confusion regarding how the personnel matter escalated and emphasized his generally positive experience working under Mr. Reed-Tolonen's supervision.

Jack Crawford, Public Works Operator and Logan Cross, Public Work Foreman- Mr. Crawford and Mr. Cross addressed the Board on behalf of the majority of the Public Works Department, noting that many employees could not attend. They acknowledged Matthew Reed-Tolonen's contributions to the town but expressed concerns about undesirable workplace conditions, including mistreatment, high stress, and low morale. They stated that, despite efforts over the past four to six months by Town Manager Kudron to address issues and seek solutions, meaningful improvements have been limited. They noted recent improvements in the workplace but expressed frustration that longstanding issues remain unresolved and indicated that continued poor management could affect staff retention.

Ashley Reed-Tolonen, 35 County Road 4953- Mrs. Reed-Tolonen, Matthew Reed-Tolonen's wife, addressed the Board, stating that she has observed his leadership and interactions with staff since he began his role. She emphasized that he consistently treats employees with respect, never raising his voice or being demeaning, and expressed that he values his team's performance. She suggested that concerns from employees should have been addressed directly with Mr. Reed-Tolonen as a first step, rather than escalating to the Town Manager. She noted that he is responsive and committed, often assisting staff while managing numerous other responsibilities, and encouraged guidance for employees on professional conduct in the workplace.

Alayna Carrell, Town Clerk- Ms. Carrell, Town Clerk, addressed the Board regarding her observations since being appointed Co-Town Manager in June 2024. She described a pattern of unprofessional, aggressive, and inappropriate behavior by Public Works Director Matthew Reed-Tolonen, noting that his actions have repeatedly disrupted internal operations and created a toxic work environment. Ms. Carrell stated that she has submitted six pages of complaints received from employees across multiple departments and personally filed two complaints regarding aggressive behavior. She highlighted a specific incident at the Town of Grand Lake community picnic involving inappropriate comments to members of the community, which prompted her to set firm professional boundaries. While acknowledging Mr. Reed-Tolonen's work ethic, she emphasized that the negative work environment significantly impacts staff morale and retention. Ms. Carrell also noted that Town Manager Kudron has handled the situation professionally and has listened to staff concerns throughout the process. She urged the Board to consider the broader implications for staff.

Mayor Bergquist asked for guidance on whether the Board should review each piece of correspondence individually, noting that Matthew Reed-Tolonen has now seen all of them, and inquiring how the Board should proceed before entering Executive Session.

Town Attorney Krob stated that the Board has received all correspondence, and it is not necessary to read each item into the record. He explained that Matthew Reed-Tolonen has the option to discuss the correspondence either in Executive Session with the Board or in the Open Meeting. If he chooses not to address them further, the Board may return to Executive Session. He emphasized that the decision on how to proceed rests with Mr. Reed-Tolonen.

Matthew Reed-Tolonen stated that he believes it would be more appropriate for the discussion to take place in Executive Session rather than in the public meeting.

Mayor Bergquist stated that the matter under review has been taken very seriously by Town Manager Kudron over an extended period and was not addressed lightly. She emphasized that Matthew Reed-Tolonen's character has never been in question and noted that, as a Board, there are many aspects of the situation that remain confidential. Mayor Bergquist assured attendees that the Board is conducting due diligence in reviewing the issue, while acknowledging the inherent limitations of their oversight.

Trustee Causseaux made a motion for the continuance of this executive session to resume on October 21, 2025, at 10:30 AM. Trustee Arntson seconded. Town Clerk Carrell called the vote.

<b>Trustee Schoenherr</b>	<b>Aye</b>
<b>Trustee Arntson</b>	<b>Aye</b>
<b>Trustee Causseaux</b>	<b>Aye</b>
<b>Mayor Pro-Tem Sobon</b>	<b>Aye</b>
<b>Mayor Bergquist</b>	<b>Aye</b>

Town Attorney Krob noted that the Executive Session discussions are protected by attorney-client privilege and confidentiality under the applicable statute. He then recommended that, as this is a special meeting, the Board consider a motion to adjourn.

#### **4. Adjourn Meeting**

Mayor Pro-Tem Sobon moved to adjourn the meeting, and Trustee Causseaux seconded. Town Clerk Carrell called for a vote. All were in favor.

This meeting of the Board of Trustees was adjourned at 5: PM.

(Attest)

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**Alayna Carrell, Town Clerk**

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**Christina Bergquist, Mayor**