



BOARD OF TRUSTEES REGULAR MEETING

Thursday, April 23, 2026 at 6:00 PM

Palmer Lake Town Hall – 28 Valley Crescent, Palmer Lake, Colorado

MINUTES

Call to Order/Roll Call

Meeting Called to Order at 6:00PM

Present: Tony Beltran, Roger Moseley, John Marble, Dennis Stern, Beth Harris, Michael Beeson

Invocation – Dennis Stern

Pledge of Allegiance

Introductions/Presentations

Consent Agenda - *Items under the consent agenda may be acted upon by one motion. If, in the judgment of a board member, a consent agenda item requires discussion, the item can be placed on the regular agenda for discussion and/or action.*

1. Minutes from April 9, 2026, Meeting

Comment from Trustee Jurka about a lengthy private discussion during the last meeting on April 9th between Mayor Stern and Attorney Kent Whitmer.

Mayor Stern and Attorney Whitmer responded that it was a minor procedural question, but that this occurrence will be noted in the record, and that moving forward such private conversations will be avoided.

Motion to Approve the Consent Agenda. (Marble, Beltran) "Aye" Vote. Motion passed unanimously.

Staff/Department Reports

2. Interim Town Administrator/ Police Chief

The police department has begun planning for Fourth of July festivities and is increasing parking enforcement throughout town. With the warmer weather leading to a higher volume of visitors, residents and guests are urged to pay close attention to posted signage and utilize the payment kiosks, as officers will be actively monitoring for illegal parking in restricted areas.

3. Town Clerk/Administration/Treasurer

Town Clerk Romero reported that the Planning Commission is currently working to fill two vacancies. At this time, the positions are not being actively advertised, as the commission is in the process of reviewing all applications that have already been received. Proposals for interim planning services are being requested and reviewed. A board workshop on emergency management is scheduled for May 29th, and ongoing code compliance continues at Elephant Rock trailer park. Town Clerk Romero recommended updating the town code to replace the specific \$1,000 treasurer's bond requirement with the town's existing, broader crime insurance policy, which CIRSA identifies as more comprehensive and cost-effective, the board had no concerns with that request or coverage.

Motion to approve the coverage that we currently have in replacement for the bond that is required in Chapter Two. (Moseley, Beeson) "Aye" Vote. Motion passed unanimously.

She continued with an update on the status of the website upgrade as well as an update on workshop scheduling.

4. Attorney

Attorney Whitmer provided legal update on pending legal matters pertaining to the two CIRSA-covered claims involving Trustee Moseley. A spreadsheet of 33 legal matters, with 80% marked as high priority due to expired contracts, revenue-impacting fee updates, and state-mandated compliance issues like ADU laws was discussed. Attorney Whitmer requested that trustees request all legal inquiries through public meetings as full board or through the mayor to ensure he represents the board collectively rather than individual interests. Moving forward, it was requested to prioritize the legal priority list at the next meeting. Trustee Moseley requested guidance on Mayor Pro Tem and Clerk Pro Tem he would like to understand the training program and appointment procedure for the Clerk Pro Tem and requested his opinion pertaining to these roles at the next meeting. It was agreed that the discussion around clerk pro tem may take longer but Attorney Whitmer will look into it. Town Clerk Romero agreed she needed to consult with Attorney Whitmer but suggested the board review the guidance regarding board roles and responsibilities to better understand her administrative authority as Town Clerk. She also mentioned she continues to make best effort to accommodate the board with special meetings.

Business Items

5. Discussion and possible action regarding establishment and codification of Town of Palmer Lake hearing procedure pursuant to CRS § 31-4-307.

Trustee Jurka raised a point of order questioning the board's decision to proceed with a hearing. He expressed concern that foundational legal issues remain unaddressed, including whether the initial investigation was properly approved/authorized and if public funds were spent without a formal vote. He highlighted his opinion on procedural irregularities, noting that several trustees were absent from a previous executive session and have not been allowed to review the recording. He argued the board should determine the legitimacy of the process before discussing how the hearing itself will be conducted.

Motion to direct the Town Attorney to review and provide written legal opinion of the circumstances regarding this to ensure legal compliance with statutory references and to temporarily dismiss agenda item number five. (Jurka) No second- Motion failed

The board moved forward in agreement to proceed with the agenda item.

The Board of Trustees directed the Town Attorney to draft a new municipal ordinance codifying the procedures for official removal hearings under CRS 31-4-307, seeking to establish a fair, "judicial-like" roadmap that includes rights to representation and witness cross-examination. Citing a lack of clear legal precedent, the board requested that the new code move beyond the binary choice of removal or inaction by incorporating a full spectrum of progressive disciplinary options, such as letters of reprimand, formal censure, and the restriction of committee or staff contact. This ordinance is intended to apply to all elected and appointed officers, including the Mayor, Town Clerk, Treasurer, Town Attorney, and Municipal Judge with allowing board revisions before final adoption.

Public Comment

Amy Hutson – Expressed concerns that the formal hearing process may exceed the \$25,000–\$30,000 cost of a recall due to legal fees and specialized hearing officers. Since codifying the ordinance will take months, she urged the Board to use interim measures, like mediated communication protocols, to protect employees from intimidation while the legal framework is finalized.

Kat Gayle legal representative of Integrity Matters – Stated that the removal process is legally defective and must end. She argued that Palmer Lake, as a statutory town, cannot retroactively apply new ordinances or modify CRS 31-4-307. Cited defects include a lack of specific written charges, unauthorized investigations, and missing due process safeguards. She recommended replacing the process with a Code of Ethics for progressive discipline to avoid violating constitutional rights.

Cara Mcvay – Asked if this process applied to only the Trustees or if it applies to Town Staff as well.

Catherine Keeley – Spoke in support of the suggestion for a progressive disciplinary framework, emphasizing that consequences must be clearly defined rather than subjective. Stating concerns that explicit stipulations are necessary to ensure consistency and fairness within the town's and ensuring that specific actions lead to predictable outcomes, such as censure, regardless of who is involved.

Board Direction to Town Attorney to address concerns raised by Trustee Jurka and Integrity Matters given.

6. Ordinance No. 02-2026 – Prohibiting the Use of Graywater and Installation of Graywater Systems

Public comment

Matt Stephen – Addressed the board regarding the urgent need for water restrictions. He noted that while the water department is requesting immediate action due to a potential 150-day dry creek period, the board has not yet authorized implementation. He cautioned that a standard resolution could face a 30-day delay and urged the board to utilize an emergency declaration to protect the town's health and safety. Mr. Stephen emphasized that the board

should provide immediate direction to support the department and protect the town's water resources without further delay.

Martha Brodzik – Cautioned the Board regarding graywater systems, drawing a parallel to the early regulatory challenges of short-term rentals. She noted that despite a lack of formal local code since at least 2010, such systems are already in use, creating a regulatory twist that warrants consideration

Motion to continue this matter until more information is provided. (Stern, Beeson) “Aye” Vote. Motion passed unanimously.

Motion to declare an emergency and delegate the response to said emergency to our water operator. (Stern, Moseley) “Aye” Vote. Motion passed unanimously.

Water Supervisor Chaz Roubidoux was present to answer questions directed to him by the Board. He will return at the next regular Board of Trustees meeting with more information and answers to the board questions pertaining to citizens utilizing wells and how this would impact their service and to confirm if Monument Sanitation opted out.

Public Comment

Susan Miner – Provided background information pertaining to the Elephant Rock property and the master plan and suggested the Board postpone their executive session until they have reviewed the extensive public input and financial data within the Elephant Rock master plan addendum.

Martha Brodzik – Spoke in support of more timely financial reporting, noting that the town’s current practice has lagged to five or six weeks after month-end. Citing advice from the new accountant, she recommend returning to a two-week turnaround to improve transparency and reduce the need for formal public records requests.

Paul Olivier – Shared how they once restored town water access as a former mayor by negotiating directly with the Mayor of Colorado Springs to lift a call on the creek. Despite this occurring 39 years ago, he suggested that a similar diplomatic approach to water rights might still be effective today.

Eric Sepp – Spoke on the significant administrative backlog, stalling a time-sensitive 35-acre land donation and conservation easement. He expressed his frustration over the months-long delay and requested a predictable schedule.

Grace Foy – Argued that the investigation into Trustee Mosley is selective enforcement, contrasting it with numerous uninvestigated allegations of misconduct by other town officials. She claimed this inconsistency suggests retaliation rather than true accountability, making the current hearing biased and non-credible.

Trina Shook – Said that the allegations against Trustee Moseley, such as a raised voice or pointing a pen, are subjective descriptions rather than objective legal standards. She contended that without defined criteria or consistent enforcement across all officials, the investigation relies on perception rather than evidence. Consequently, she asserted that the process lacks a reliable basis and the hearing should be canceled.

Katherine Keeley – Said that the proceeding lacks a valid legal foundation because the cited employment laws do not apply to the removal of an elected official. She argued that the absence of a specific statute in the formal charges violates due process, rendering the process unreliable.

Gene Kalesti – Stated that the proceeding is incomplete and inconsistent, as prior requests to investigate other officials were ignored. He noted that inquiries into the legal authority of the outside investigators went unanswered, along with offers of relevant evidence. Consequently, he maintains the process lacks a fair foundation and must be cancelled.

Debbie Hall – Urged the community to avoid rushing to judgment, advocating for fairness and restraint. Highlighting Trustee Moseley's background as a retired Air Force colonel, she emphasizes the importance of approaching the situation with discipline and grace rather than emotion. Ultimately, she called for a process rooted in truth and mutual respect to preserve community unity.

Steve Draper – Spoke regarding Roger Moseley and stated as a highly intelligent and diligent leader who consistently achieves results. He highlighted the individual's technical brilliance and history of military heroism, arguing that while their communication style may be blunt, it is rooted in integrity rather than malice. Ultimately, he maintained that Roger Moseley is a dedicated public servant whose record of service outweighs the current criticisms.

Laurel Skow – Questioned the hearing's necessity, suggesting it stems from retaliation. She cited Roger Moseley's 45-year leadership career as evidence of his character, arguing that such a long record of professional respect and responsibility is incompatible with claims of a toxic environment. Ultimately, she maintained that the individual's proven judgment and experience demonstrate high capability.

Cara Mcvay – Praised board members for their independent leadership but argues that a formal hearing is unnecessary. She contended that if conduct is the issue, standards should be applied consistently, noting that outbursts and intimidating behavior from other officials have made some residents feel unsafe. Ultimately, she called for even-handed accountability rather than targeting one individual.

Board Reports

Trustee Beltran – Reported on a safety hazard on the east side of Palmer Lake where a lavatory is obstructing loading access and forcing pedestrian lines into the road. He requested the town to coordinate with El Paso County to relocate the facility and resolve the traffic issues before the next meeting.

Trustee Moseley – Requested that the Town Clerk expedite the scheduling of a financial review workshop.

Trustee Jurka – Requested that town staff generate a report at some point in the future to assess the potential impacts of a Buc-ee's continuing to develop their property.

Mayor Stern – Attended PPRBD meeting and wanted to give them kudos for being one of the best building departments in the state.

Trustee Harris – Wished to highlight a library event that is happening the next day in the town.

Trustee Beeson – Attended the Historical Society presentation and urged the public to attend future presentations. Requested that an agenda item to provide direction and to set a firm priority on legal issues be set for the next Board of Trustees' meeting.

Next Meeting and Future Items

Next regular Board of Trustees meeting is May 14th, 2026 at 6:00PM

Convene to Executive Session

Motion to convene to executive session. (Stern, Moseley) “Aye” Vote. Motion passed unanimously.

For the purpose pursuant to CRS 24-6-402(a) and (b) in order to discuss a private party, offer to purchase certain town owned property known as the “Elephant Rock Property” and to receive legal advice on this offer from the Town Attorney and other advice from town engaged realtor Greg Kaufman.

Reconvene to Open Session

Motion to reconvene to open session (Harris, Beltran) “Aye” Vote. Motion passed unanimously.

Adjourn

Motion to Adjourn (Stern, Beeson) “Aye” Vote. Motion passed unanimously.

DRAFT