



## Colorado City Metropolitan District

### PUBLIC NOTICE

#### BOARD OF DIRECTORS STUDY SESSION

A study session for the Board of Directors of the Colorado City Metropolitan District will be held Tuesday November 26, 2024, beginning at 6:00 p.m.

1. Draft Budget for 2025 Public Hearing Dec 10
2. Engineering Report for North Park Way
3. Personnel Policy Revised with Paychex
4. Resolution 15-2024 Road Policy
5. Resolution 14-2024 Covenant policy
6. Meeting Scheduled for Dec 26 for WSRF Grant Public Hearing
7. CCAAC Reviews
8. READING BY CHAIRPERSON OF THE STATEMENT OF CONDUCT AND DEMEANOR.
9. CITIZENS INPUT

#### BOARD OF DIRECTORS REGULAR MEETING

A regular meeting of the Board of Directors of the Colorado City Metropolitan District will be held Tuesday, November 26, 2024, beginning at 6:15 p.m.

1. **CALL TO ORDER.**
2. **PLEDGE OF ALLEGIANCE.**
3. **MOMENT OF SILENT REFLECTION.**
4. **QUORUM CHECK**
5. **APPROVAL OF THE AGENDA**
6. **APPROVAL OF MINUTES.**
  
7. **BILLS PAYABLE.**
8. **FINANCIAL REPORT.**
9. **OPERATIONAL REPORT.**
  - a. Beckwith Dam report
  - b. Committee Reports Newsletter for Nov Clint

Regular Meeting November 12, 2024  
CCACC Minutes November 12, 2024

#### **ATTORNEY Report:**

10. **AGENDA ITEMS:**

Resolution 14-2024 Review and vote to go forward or Drop	<b>Discussion/Action</b>
Resolution 15-2024 Roads Policy 1 reading	<b>Discussion/Action</b>
Personnel Policy Wages	<b>Discussion/Action</b>

**CCACC:**

**Discussion/Action**

A. New Construction:

1. 3187 Stanley Avenue	Garage
2.4813 Taos Drive	House
3. 4727 Hicklin Drive	House
4.5157 Hicklin Drive	House
5.4828 Hicklin Drive	House

B. Actions

- a. 0 First Letters
- b. 0 Second letters
- c. 0 Third letters
- d. 0 Unauthorized Structure

- 11. OLD BUSINESS. road resolution /Goals and achievement Plan/ Strategic plan/  
wells Repair/ Budget Committee/North Parkway Water/Water Lease/Meter Change out/  
AWWA water Loss/ Sewer Rat/ Wages/ Hydrant flushing/ Camelot and Rosemont survey/  
County decision of ATVS
- 12. NEW BUSINESS:
- 13. CORRESPONDENCE : Letter from Henning
- 14. **EXECUTIVE SESSION:**
- 15. ADJOURNMENT.

The meeting will be held at the Administration Building located at 4497 Bent Brothers Blvd., Colorado City, CO. 81019. Alternate location if so, needed will be at the Recreation Center located at 5000 Cuerno Verde, Colorado City, CO. 81019.

James Eccher is inviting you to a scheduled Zoom meeting.  
Topic: Colorado City Metropolitan District Study/Meeting November 26 2024  
Time: Nov 26, 2024 06:00 PM Mountain Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83499976370?pwd=T7pqlldAx4M3QU40RdKvCJko2pFpa0G.1>

Meeting ID: 834 9997 6370

Passcode: 781349

One tap mobile

+17193594580,,83499976370#,,,,\*781349# US

+12532050468,,83499976370#,,,,\*781349# US

Dial by your location

• +1 719 359 4580 US

• +1 253 205 0468 US

Meeting ID: 834 9997 6370

Passcode: 781349

Find your local number: <https://us02web.zoom.us/j/83499976370?pwd=T7pqlldAx4M3QU40RdKvCJko2pFpa0G.1>



## **NOTICE OF 2025 BUDGET**

### **COLORADO CITY METROPOLITAN DISTRICT**

NOTICE is hereby given that a proposed budget for the year 2025 has been submitted to Colorado City Metropolitan District. A copy of the proposed budget is available for inspection by the public at the District's administration building at 4497 Bent Brothers Blvd., Colorado City, Colorado.

A public hearing on the proposed 2025 budget will be held during the meeting of the Board of Directors of Colorado City Metropolitan District on December 10, 2024 at 6:00 p.m. at 4497 Bent Brothers Blvd., Colorado City, Colorado. Any interested elector of Colorado City Metropolitan District may, at any time prior to the final adoption of the budget, file or register any objections thereto with the District.





## 2025 Budget Message

The Colorado City Metropolitan District is a statutory metropolitan district and political subdivision of the State of Colorado that encompasses an unincorporated area approximately twenty-five miles south of Pueblo. As part of its statutory obligations, the District provides water, sewer service, roads as well as recreation services via their golf course and parks and recreation department to constituents within the District's boundaries. Colorado City owns numerous water rights, a water diversion, storage, treatment, delivery system, and a sewage treatment plant, all of which are located within or near the District's boundaries.

The following budget is prepared on the modified accrual basis of accounting, which is consistent with the basis of accounting used in presenting the District's financial statements.

## 2025 Budget Strategy

The 2025 Colorado City Metropolitan District's budget, in addition to providing management control and planning, is a communication instrument for informing people of the District's policies, goals and strategies.

The budget for 2025 was developed through a series of special meetings of the District Manager, Finance Director, department heads, Budget Committee and the Board of Directors. There are budget hearings open to the public. District employees, citizens of the District, and others to provide input to the Board.

This budget incorporates very conservative revenue projections and a re-structured expenditure plan. The ability of the District to maintain, and increase, reserve levels while still promoting revenue growth in 2025 and beyond is the driving force behind this 2025 budget. Growth and expansion within the community and district must be monitored and embraced to ensure a more prosperous future. Resource conservation and renewal programs are being implemented to further protect the community's investments and promote a more responsible fiscal portfolio.

It is the overall goal of the 2025 Budget of the District to ensure that the Colorado City Metropolitan District can continue to deliver quality services and programs, invest in the future of the community through federal, and state grants, while sustaining a fiscally prudent budgetary framework.

Respectfully Submitted,

James P. Eccher, District Manager



Colorado City Metropolitan District

Administration

2025 Budget Draft 1

Account 01-0100		12/31/2023 Prior Year Actual 2023	11/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
01-0100-4110	Property Taxes	257091	387783	387783	284640	358104
01-0100-4120	Franchise Fees	12331	11695	11695	15000	16500
01-0100-4140	Excise Taxes	25617	21107	11575	20000	22000
01-0100-4520	CCAAC Fees	2195	3735	3055	3000	3300
01-0100-4910	Miscellaneous Income	32758	9429	9429	300	300
01-0100-5200	Interest	14308	24791	23485	8500	9350
01-0100-5300	Donations	-	-	-	-	-
01-0100-5700	Gain/Loss on Sale of Assets	-	-	-	13,000	
	<b>Total Revenue and OFS:</b>	<b>344300</b>	<b>458541</b>	<b>447023</b>	<b>331440</b>	<b>409554</b>
01-0100-6110	Salaries	69619	63438	37276	90306	90306
01-0100-6112	Hourly Wages	18172	23377	12751	23521	25873
01-0100-6114	Seasonal Wages	3269	-	-	6921	16921
01-0100-6115	Overtime Pav	2514	1566	788	1500	1500
	<b>Gross Payroll:</b>	<b>93575</b>	<b>-</b>	<b>50814</b>	<b>122248</b>	<b>134600</b>
01-0100-6210	Payroll Taxes - FICA	5671	8799.25	1186	7579	8337
01-0100-6211	Payroll Taxes - Medicare	1325	1267	6512	1773	1950
01-0100-6212	Payroll Taxes - SUTA	190	177	103	400	440
01-0100-6310	Employee Benefits - Health Ins	9711	8249	4955	15000	16500
01-0100-6311	Workman's Comp Insurance	7385	3608	3608	9000	9900
01-0100-6312	Employee Benefits - Retirement	5327	4966	2819	7000	7700
01-0100-6320	Training	838	2468	2319	5000	5500
01-0100-6322	Travel and Lodging	2855	1834	2319	3000	3300
01-0100-6323	Meals	626	550	550	800	880
	<b>Payroll Taxes &amp; Benefits:</b>	<b>33,928</b>	<b>23,119</b>	<b>24,371</b>	<b>49,552</b>	<b>54,507</b>
	<b>Total Personnel Cost:</b>	<b>161,431</b>	<b>3,052</b>	<b>75,186</b>	<b>171,800</b>	<b>189,107</b>
01-0100-7010	Cost of Lot Sales	-	-	-	2050	2255
01-0100-7110	Advertising	100	997	997	500	1000
01-0100-7120	Bank Charges	9661	513	513	1000	1100
01-0100-7121	Treasurer Fees	7416	11101	11101	9000	12000
01-0100-7122	Outside Service Fees	44311	15350	11872	35000	28500
01-0100-7124	Membership Dues	2470	2628	5000	4000	5000
01-0100-7123	CCAAC Exoense	2632	744	90	3000	3300
01-0100-7125	Taxes and Licenses	-	640	640	1000	1100
01-0100-7140	Professional Fees - Accounting	-	1903	30000	30000	33000
01-0100-7141	Professional Fees - Leaal	7542	15911	16000	15000	16500
01-0100-7144	Insurance	5241	6833	9110	8505	10000
01-0100-7150	Operating Supplies	14763	14189	13883	14000	15400
01-0100-7151	Fuels and Lubricants	1497	2078	2027	3000	3300
01-0100-7154	Office Suoolies	1238	926	1700	2500	2750
01-0100-7155	JanitorialSupplies	56	299	228	500	550
01-0100-7184	Furn, Tools & Equipment Repairs	-	1530	30	1000	1100
01-0100-7186	FacilitiesRepairs/Maintenance	153	333	600	1000	1100
01-0100-7190	Utilities -Electric	3295	3736	4490	5000	5500
01-0100-7191	Ullities -Natural Gas	3194	3238	4325	5000	5500
01-0100-7192	Utlilities -Water	607	748	888	1000	1100
01-0100-7193	Utilities -Telephone	6327	4945	6319	8500	9350
01-0100-7194	Utilities -Trash	411	400	500	720	900
01-0100-7200	Interest Expense	-	-	-	-	-
	<b>Total O &amp; M</b>	<b>110,914</b>	<b>89,043</b>	<b>120,313</b>	<b>151,275</b>	<b>160,305</b>

Colorado City Metropolitan District

Administration

2025 Budget Draft

Account 01-0100		12/31/2023 Prior Year Actual 2023	9/31/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
01-0100-7710	Capital Outlays	-	-	-	13,373	10,000
01-0100-7720	Capital Projects	-	-	-	-	-
01-0100-7730	Lease - Purchase Payments	-	-	-	-	-
TBD	<b>Depreciation</b>					-
	Total Capital expenditures	-	-	-		10,000
01-0100-7910	Interfund Transfers -- golf Water	-	-	-		50000
	<b>Total Expenditures</b>					<b>409,475</b>
	<b>Excess (Deficiency) of</b>					79



Colorado City Metropolitan District  
Parks and Recreation  
2025 Budget Draft

Account 01-0208		12/31/2023 Prior Year Actual 2023	11/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
01-0208-4110	Property Taxes	121592	181979	181979	147744	234600
01-0208-4510	Charges for Services	84689	53760	62450.0	9500	60000
01-0208-4514	Charoe for Signs	-	1800	1800	1800	1800
01-0208-4910	Miscellaneous Income	-	1151	1800	3000	3300
01-0208-501 0	Grant Proceeds	-	-	-	3300000	3350000
01-0308-4510	Basketball Fees	30	88	1933	3000	3300
01-0408-4510	Baseball Fees	2180	975	2176	1120	1200
01-0408-4511	Softball Fees	-	-	-	-	-
01-0608-4510	Soccer Fees	1895	1700	1700	2000	3000
01-0708-4510	Volleyball Fees	-	-	-	1000	1000
01-0808-4510	Pickleball	-	-	-	-	1500
01-0208-5300	Donations	-	-	-	-	-
01-0208-5910	Interfund Transfers	-	-	-	9908	-
	<b>Total Revenue and OFS:</b>	<b>210386</b>	<b>241453</b>	<b>253838</b>	<b>3479072</b>	<b>3659700</b>
01-0208-6110	Salaries	25858	35695	21556	38115	42614
01-0208-6112	Hourly Wages	5209	6188	35715	9415	10302
01-0208-6114	SeasonalWaoes	34037	61773	31983	29500	32450
01-0208-6115	Overtime Pav	-	670	556	-	-
01-0208-6116	Vehicle Reimbursement	-	-	-	-	7200
	<b>Gross Payroll:</b>	<b>65103</b>	<b>104325</b>	<b>89810</b>	<b>77030</b>	<b>92566</b>
01-0208-6210	Payroll Taxes - FICA	4033	6450	3564	4831	5314
01-0208-6211	Pavroll Taxes - Medicare	943	1509	834	1130	1243
01-0208-6212	Payroll Taxes - SUTA	134	209	115	234	257
01-0208-6310	Employee Benefits - Health	1131	1344	816	2389	2628
01-0208-6311	Workman's Comp Insurance	2954	1546	1546	3800	4180
01-0208-6312	Employee Benefits -	1847	2358	1426	4748	5243
01-0208-6320	Training	-	0	0	500	500
01-0208-6322	Travel and Lodging	-	0	0	500	500
01-0208-6323	Meals	-	0	-	500	500
	<b>Payroll Taxes &amp; Benefits:</b>	<b>11042</b>	<b>13416</b>	<b>8301</b>	<b>18632</b>	<b>20365</b>
	<b>Total Personnel Cost:</b>	<b>76145</b>	<b>117742</b>	<b>98111</b>	<b>95662</b>	<b>112931</b>
01-0208-7110	Advertising	-	0	-	629	629
01-0208-7112	Concessions Expense	-	0	-	3000	2000
01-0208-7120	Bank Charges	1327	0	-	4000	2000
01-0208-7122	Outside Service Fees	9410	6193	7500	8000	8800
01-0208-7125	Taxes and Licenses	17	0	-	300	300
01-0208-7140	Professional Fees -Accounting	-	0	-	5000	5500
01-0208-7141	Professional Fees Legal	-	1110	1110	1000	1100
01-0208-7144	Insurance	7830	6624	8832	12509	13760
01-0208-7150	Operatina Supplies	15485	18472	18867	19125	20000
01-0208-7151	Fuels and Lubricants	7344	9072	10854	11888	13077
01-0208-7154	Office Supplies	12	330	330	350	385
01-0208-7155	JanitorialSupplies	50	1090	1090	1500	1500
01-0208-7184	Furn, Tools& Equipment	-	945	1500	2500	2750
01-0208-7186	FacilitiesRepairs/Maintenanc	-	5075	5075	2200	2420
01-0208-7190	Utilities -Electric	22294	16226	20314	23000	23000
01-0208-7191	Utilities -Natural Gas	2154	2904	3870	5000	5500
01-0208-7192	Utilities -Water	2388	2919	3229	4000	4400
01-0208-7193	Utilities -Telephone	2293	3634	4300	3000	4300
01-0208-7194	Utilities -Trash	8734	4648	5800	10000	11000
	<b>Total O&amp;M</b>	<b>79337</b>	<b>79242</b>	<b>92671</b>	<b>117001</b>	<b>122421</b>

**Colorado City**

**Parks and Recreation**

**2025 Budget Draft 1**

Account 01-02-08		12/31/2023 Prior Year Actual 2023	11/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
01-0208-7710	Capital Outlays	7000	-	-	3500	4000
01-0208-7720	Capital Projects match	-	-	11600	-	15000
01-0208-7721	Capital Projects-Valley First	15729	-	118866	3350000	3350000
<b>TBD Depreciation</b>		-	13863	-	13863	5348
	Total Capital Expenditures					3374348
01-0208-7910	Interfund Transfers golf water	-	-	-	-	50000
	<b>Total expenditures</b>					<b>3659700</b>
	<b>Excess (Deficiency) of Revenues Over(Under) Expenditures</b>					<b>0</b>

Colorado City Metropolitan District

Roads

2025 Budget Draft 1

Account 01-6000		12/31/2023 Prior Year Actual 2023	11/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
01-6000-4110	Property Taxes	14989	22498	22498	40142	79142
01-6000-4416	Specific Ownership Taxes	38261	49118	49118	38000	41800
01-6000-4515	Roads Revenue	5000	0	-	5000	5500
01-6000-4910	Miscellaneous Income	2699	0	-	2500	2750
01-6000-4920	Other Finance Sources	-	-	-	-	-
01-6000-5700	Gain/Loss on Sale of Assets	14802	57093	57093	10000	28000
01-6000-5910	Interfund Transfers	-	-	-	-	-
	<b>Total Revenue and OFS:</b>	<b>75751</b>	<b>128709</b>	<b>128709</b>	<b>95642</b>	<b>157192</b>
01-6000-6110	Salaries	4039	4846	1673	5775	6775
01-6000-6110	Hourly Wages	343	4135	1206	4084	4492
01-6000-6113	PT Hourly	-	0	-	-	-
01-6000-6112	Seasonal Wages	-	0	-	-	2000
01-6000-6113	Overtime Pay	805	44	203	2000	2200
01-6000-6116	Doubletime Pay	-	0	-	2000	2200
	<b>Gross Payroll:</b>	<b>5187</b>	<b>9025</b>	<b>3082</b>	<b>13859</b>	<b>17667</b>
01-6000-6114	Pavroll Taxes - FICA	327	25	190	859	945
01-6000-6115	Pavroll Taxes - Medicare	77	6	45	201	221
01-6000-6212	Payroll Taxes - SUTA	11	1	6	42	46
01-6000-6310	Employee Benefits-Health	1182	1580	421	1545	1700
01-6000-6312	Employee Benefits-Retriement	331	476	166	831	1014
01-6000-6311	Workmens Comp Ins	492	258	258	550	605
	<b>Total Personnel Cost:</b>	<b>2420</b>	<b>2346</b>	<b>1086</b>	<b>4028</b>	<b>4531</b>
					<b>Total</b>	<b>22198</b>
01-6000-7122	Outside Service Fee	2289	1311	1311	4000	4400
01-6000-7125	Taxes & Licenses	2009	2009	2009	2500	2750
01-6000-7143	Professional Fee-Engineering	-	0	-	2500	2750
01-6000-7144	Insurance	1305	998	998	1500	1650
01-6000-7150	Operating Supplies	2171	4128	4128	4000	4400
01-6000-7151	Fuels & Lubricants	4791	4596	2870	7500	8250
01-6000-7184	Furn, Tools, Equipment Repairs	6495	2030	1706	9000	9900
01-6000-7190	Utilities-Electric	8630	7920	7920	14000	15400
01-6000-7193	Utilities-Telephone	<b>39</b>	<b>66</b>	<b>66</b>	<b>100</b>	<b>110</b>
	<b>Total O&amp;M</b>	<b>27729</b>	<b>23058</b>	<b>21008</b>	<b>45100</b>	<b>49610</b>
01-6000-7710	Capital Outlays	-	1791	1791	4892	21000
01-6000-7720	Capital Projects	-	-	-	10000	35000
01-6000-7730	Lease Purchase Payments	-	9861	-	-	-
<b>TBD</b>	<b>Depreciation</b>					<b>29384</b>
	Total Capital Expenditures	0	11652	1791	14892	<b>85384</b>
	<b>Total Expenditures</b>	<b>27729</b>	<b>34709</b>	<b>22798</b>	<b>59992</b>	<b>157192</b>
	Excess Deficiency	<b>48022</b>	<b>93999</b>	<b>105910</b>	<b>35650</b>	<b>0</b>



Colorado City Metropolitan District

Water

2025 Budget Draft 1

Account 02-0100		12/31/2023 Prior Year Actual 2023	11//2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
02-0100-4130	Impact Fees	75150	38700	30100	144000	128400
02-0100-4131	Tap Fees	59600	96300	74900	81000	51600
02-0100-4510	Charges for Services	-	-	-	-	-
02-0100-4515	Bulk Water	52112	64131	63808	120000	132000
02-0100-4516	Set Up Fees	4150	2121	1896	3000	3300
02-0100-4517	Penalties	4425	6254	5595	5000	5500
02-0100-4910	Misc. Income	5871	24680	23087	5000	55000
02-0100-5010	Grant/Loan Proceeds	757148	347427	347427	-	25000000
02-0100-5110	Water Fees	831668	1194052	1388176	1338960	1472856
02-0100-5200	Interest	11896	23251	21421	10000	11000
02-0100-5300	Lease Income	42972	68906	74016	63600	69960
02-0100-5601	Water Availabilty Charges (AOS)	158455	131215	193709	190500	209550
02-0100-5700	Gain or Loss on Sale of Assets	240	-	-	-	-
02-0100-5800	Insurance Proceeds	59893	77526	-	-	-
02-0100-5910	Interfund Transfers	-	-	-	150000	100000
	<b>Total Revenue and OFS:</b>	<b>2063581</b>	<b>2074563</b>	<b>2224134</b>	<b>2111060</b>	<b>27239166</b>
02-0100-6110	Salaries	114214	111168	67211	138212	152033
02-0100-6112	Hourly Wages	81679	114077	71271	227785	250563
02-0100-6113	Part Time Hourly Wage	3623	0	-	-	-
02-0100-6114	Seasonal Wages	3367	3273	1993	3500	3850
02-0100-6115	Overtime Pay	9937	17801	9477	15000	16500
02-0100-6116	Doubletime	937	580	191	2000	2200
	<b>Gross Payroll:</b>	<b>213757</b>	<b>246900</b>	<b>150142</b>	<b>386497</b>	<b>425146</b>
02-0100-6210	PayrollTaxes--FICA	15494	14928	9077	23963	26359
02-0100-6211	PayrollTaxes-- Medicare	3618	3491	2123	5604	6164
02-0100-6212	PayrollTaxes--SUTA	447	494	301	1159	1275
02-0100-6310	Employee Benefits- Health Ins	24281	27985	18140	47000	51700
02-0100-6311	Workman's Comp Insurance	19485	8761	364	30000	21500
02-0100-6312	Emp Benefits--Retirement	12976	12250	7280	25000	27500
02-0100-6313	Emp Benefits--Accrued Vac Pa	-	-	-	-	-
02-0100-6314	Emp Benefits - Accrued Sick P	-	-	-	-	-
02-0100-6320	Training	185	680	680	3000	3300
02-0100-6322	Travel & Lodging	486	330	330	3000	3300
02-0100-6323	Meals	11	224	224	1000	1100
	<b>Payroll Taxes &amp; Benefits:</b>	<b>76983</b>	<b>69144</b>	<b>38518</b>	<b>139726</b>	<b>142198</b>
	<b>Total Personnel Cost:</b>	<b>290740</b>	<b>316044</b>	<b>188659</b>	<b>526223</b>	<b>567344</b>
02-0100-7110	Advertising	-	0	-	500	500
02-0100-7111	Bad Debt Write Offs	-	0	-	8000	8800
02-0100-7120	Bank Fees and Other Penalties	1929	2527	2527	4000	4400
02-0100-7122	Outside Service Fees-Plant	248106	371465	353997	323911	356302
02-0100-7126	Outside Service Fees-Maintenance	16066	11924	10490	38000	41800
02-0100-7124	Membership Dues	-	33	-	800	880
02-0100-7125	Taxes and Licenses	470	757	757	2000	5000
02-0100-7140	Professional Fees - Accounting	-	0	-	7500	8250
02-0100-7141	Professional Fees -- Legal	8835	37055	24333	35000	38500
02-0100-7143	Professional Fees -- Engineering	-	-	-	10000	11000
02-0100-7144	Insurance	47642	28816	28816	39000	42900
02-0100-7145	Bond Expense	20	0	-	-	4000
02-0100-7150	Operating Supplies-Plant	204154	200726	177822	280000	348000
02-0100-7156	Operating Supplies-Maintenance	-	0	-	-	100000
02-0100-7151	Fuels & Lubricants	10229	12792	11864	17716	19488
02-0100-7152	Rent Expense	6050	0	-	-	10000
02-0100-7154	Office Supplies	219	0	219	2000	2200
02-0100-7155	Janitorial Supplies	0	0	0	500	550
		<b>543719</b>	<b>666095</b>	<b>610825</b>	<b>768927</b>	<b>1002570</b>

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**Colorado City Metropolitan District**  
**Water**  
**2025 Budget Draft 1**

Account 02-0100		12/31/2023 Prior Year Actual 2023	11/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
02-0100-7184	Furn, Tools & Eq Repairs/Main	4,266	6724.61	11,864	11,000	12,100
02-0100-7186	Facilities Repairs/Maintenance	1687.95	832	6,527	4,000	4,400
02-0100-7190	Utilities-- Electric	140,811	102,241	125,000	150,000	165,000
02-0100-7191	Utilities-- Natural Gas	18,576	15,511	102,241	27,000	29,700
02-0100-7192	Utilities --Water	590	767	528	800	880
02-0100-7193	Utilities--Telephone	5,378	4070	767	7,000	7,700
02-0100-7194	Utilities--Trash	908	1616	4,070	16,000	7,760
02-0100-7500	Interest Expense	96,895	94,417	1,366	95,000	104,500
		<b>269,113</b>	<b>226,178</b>	<b>252,364</b>	<b>310,800</b>	<b>332,040</b>
	<b>Total O&amp;M</b>	<del>812832</del>	<del>892274</del>	<del>863188</del>	<del>1079727</del>	<del>1334610</del>
02-0100-7710	Capital Outlays	155,027	24,700	155,028	199,500	55,000
02-0100-7711	Capital Outlays-Bond Refinance	-	11927	-	-	-
02-0100-7720	Capital Projects	10,131	62,293	80,156	-	762212
02-0100-7724	Capital Projects-Bond Refinance	-	-	-	-	-
02-0100-7725	Capital Projects-ARPA Tanks	-	-	29,560	-	1150000
02-0100-7726	Capital Projects-ARPA R Cloud	1,491,176	-	-	-	-
02-0100-7727	Capital Projects-ARPA Talley	-	659,331	659,331	-	300000
02-0100-7728	Capital projects - Dam	-	7.01	-	4,000,000	4,400,000
02-0100-7729	Capital Projects - Pretreatment	-	240,155	300000	4,000,000	18,500,000
02-0100-7750	Annual Debt Pavment	703,105	75,583	75,583	73,500	75,000
02-0100-7752	Capital Improvement Fund	-	-	-	30,000	30,000
	Total Capital expenditures	868,263	1,073,997	1,299,658	8,303,000	25,272,212
02-0100-7690	Depreciation	412,640	40,000	40,000	57,000	65,000
	Interfund Oper Transfers -- Out	-	-	-	-	-
	Total expenditures	1,280,903	1,113,997	1,339,658	8,360,000	25,337,212
	<b>total Expenditures</b>	<b>2,384,475</b>	<b>2,322,314</b>	<b>2,391,506</b>	<b>9,965,950</b>	<b>27,239,166</b>
	<b>Excess (Deficiency) of Revenues Over(Under) Expenditures</b>					0

50,000 Adm 50,000 Golf Inter office Transfer

Colorado City Metropolitan District

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2025 Budget Draft

Account 03-0100		12/31/2023 Prior Year Actual 2023	11/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
03-0100-4130	Impact Fees	56,000	25,500	56,000	44,000	60,000
03-0100-4131	Tap Fees	56,150	39500.000	56,150	45,650	75,000
03-0100-4910	Miscellaneous	753	0	753	500	500
03-0100-5010	Grant/Loan Proceeds	361	0	361	144,000	80,000
03-0100-5011	Donations	-	-	-	-	-
03-0100-5110	Sanitation Fees	662,596	607,428	662,596	608,000	702,760
03-0100-5200	Interest	8,924	16,137	8,924	300	7,106
03-0100-5201	AOS Late Fees	-	-	-	-	-
03-0100-5202	AOS Collection Fees	3,700	4,740	3,700	1,500	-
03-0100-5601	Availability Charge	106,932	104,152	106,932	120,000	106,000
03-0100-5700	Gain/Loss on Sale of Assets	-	-	-	-	-
03-0100-5800	Insurance Proceeds	-	2022	-	-	-
03-0100-5910	Interund Transfers	4,400	0	0	-	-
	<b>Total Revenue and OFS:</b>	<b>843,722</b>	<b>799,478</b>	<b>839,322</b>	<b>963,950</b>	<b>1,031,366</b>
03-0100-6110	<b>Salaries</b>	112,427	108,800	128,000	110,228	126,755
03-0100-6112	Hourly wages	102,341	103,256	64,726	109,876	115,599
03-0100-9113	PT Hourly Wage	-	0	-	-	5000
03-0100-6114	Seasonal Waqes	4,475	3,273	1,993	3,500	3,500
03-0100-6115	Overtime Pay	5,844	17,052	8,919	2,500	6,000
03-0100-6116	Doubletime Pay	462	580	800	1,000	1,000
	Gross Payroll:	225,549	232,961	204,438	227,104	257,854
03-0100-6210	Payroll Taxes--FICA	13,498	13,980	8,521	14,080	15,930
03-0100-6211	PayrollTaxes-- Medicare	3,177	3,259	1,993	3,293	3,666
03-0100-6212	PayrollTaxes--SUTA	449	465	465	681	759
03-0100-6310	Employee Benefits -- Health Ins	29,231	28,018	28,018	32,358	35,325
03-0100-6311	Workman's Comp Insurance	11,593	5,412	242	15,000	13,000
03-0100-6312	Emp Benefits--Retirement	11,523	11,523	15,694	13,185	14,541
03-0100-6313	Emp Benefits--Accrued Vac Pa	3,228	0	0	-	-
03-0100-6314	Emp Benefits -- Accrued Sick P	783	0	0	-	-
03-0100-6320	Training	-	380	380	3,000	3,000
03-0100-6322	Travel & Lodging	372	300	300	3,000	3,000
03-0100-6323	Meals	-	16.88	17	1,000	1,000
	Payroll Taxes & Benefits:	56,730	45,650	44,651	67,543	69,866
	<b>Total Personnel Cost:</b>	<b>282,279</b>	<b>278,610</b>	<b>249,089</b>	<b>294,647</b>	<b>327,720</b>
03-0100-7110	Advertising	-	0	0	100	100
03-0100-7111	Bad Debts	3,138	0	0	1,000	4,000
03-0100-7120	Bank Fees & Other Penalties	3,675	4,680	3,675	4,000	5,400
03-0100-7122	Outside Service Fees	75,332	116,788	75,332	50,000	80,000
03-0100-7124	Membership Dues	50	33	50	100	200
03-0100-7125	Taxes and Licenses	161	85	161	3,500	8,500
03-0100-7141	Professional Fees - Legal	126	200	126	5,000	5,000
03-0100-7144	Insurance	36,187	37322	36,187	32,000	51,031
03-0100-7143	Professional Fees engineering		5,515			10000
03-0100-7145	Bond Bank of S. Juans Expense	-	0	-	-	-
03-0100-7150	Operating Supplies	37,527	28,728	37,527	30,310	40,000
03-0100-7151	Fuels & Lubricants	11,460	8,419	11,460	20,000	17,600
03-0100-7152	Rent Expense	6,000	0		6,000	-
03-0100-7154	Office Supplies	61	147	61	500	1,500
03-0100-7155	Janitorial Supplies	-	0	-	500	1,500
03-0100-7184	Furn, Tools & Eq Repairs/Maint	695	3776	7500	10,000	10,000
03-0100-7186	Facilities Repairs/Maintenance	-	7162	7162	2,000	15,000
03-0100-7190	Utilities-- Electric	34,810	41,174	34,810	48,000	39,000
	Rent Expense	6,000	0	0	6,600	-
		<b>215,222</b>	<b>254,028</b>	<b>214,051</b>	<b>219,610</b>	<b>288,831</b>

Colorado City Metropolitan District

Sewer

Account 03-0100		12/31/2023 Prior Year Actual 2023	9/31/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
03-0100-7192	Utilities --Water	6901	526	632	5300	7500
03-0100-7193	Utilities--Telephone	620	3452	4142	500	760
03-0100-7194	Utilities--Trash	4768	775	4672	4500	5500
03-0100-7500	Interest Expense	829	18401	18401	1300	1300
03-0100-7191	Utilities-Natural Gas		5604	6200	7500	6000
		<b>13118</b>	<b>28757.75</b>	<b>34047</b>	<b>19100</b>	<b>21060</b>
	Total O&M	<b>228,340</b>	<b>282,786</b>	<b>248,098</b>	<b>238,710</b>	<b>309,891</b>
03-0100-7710	Capital Outlays	4825	6129	9859	20000	95755
03-0100-7711	Capital Outlays-Bond Refinance				80000	30000
03-0100-7720	Capital Projects	4339			75081	60000
03-0100-7721	Debt Payment Admin Fees					3000
03-0100-7724	Capital Projects-Bond Refinance					20000
03-0100-7730	Lease Purchase Payments	111348	121201	111348	20000	20000
03-0100-7750	Annual Debt Payment				125413	30000
03-0100-7751	Capital Improvement Fund	120512	127330	121207	370481	105000
	Tota[ Capita[ expenditures	198817	20000	20000	20000	363755
03-0100-7690	Depreciation				22401	30000
03-0100-7910	Interfund Oper Transfers -- Out					
		<b>439841</b>	<b>274660</b>	<b>262414</b>	<b>733376</b>	<b>393755</b>
	Total Expenditures	<b>950,460</b>	<b>836,056</b>	<b>759,601</b>	<b>1,266,733</b>	<b>1,031,366</b>
	Excess (Defidency) of Revenues					
	Over (Under) Expenditures					0



Colorado City Metropolitan District  
 Golf Pro Shop  
 2025 Budget 1

Account 04-0100		12/31/2023 Prior Year Actual 2023	11/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
04-0100-4510	Green Fees	249,887	258,432	238,532	260,000	286,000
04-0100-4512	Golf Cart Rental Fees	175,584	202,126	189,967	185,000	203,500
04-0100-4515	Drouaht Fee	-	-	-	-	-
04-0100-4520	MembershioDues	47,830	53,560	53,560	50,000	65,000
04-0100-4910	Miscellaneous Income	571	-	-	-	-
04-0100-5200	Interest	2,206	8,071	6,765	500	550
04-0100-5300	Lease Revenue	14,430	19,224	15,138	19,224	21,168
04-0100-5700	Grant/Loss on Sale of Assets	-	-	-	-	110,000
04-0100-5910	Interfund Transfers	-	-	-	-	50,000
	<b>Total Revenue and</b>	<b>490,508</b>	<b>490,937</b>	<b>503,961</b>	<b>514,724</b>	<b>736,218</b>
04-0100-6110	Salaries	36,539	48,496	29,423	55,000	60,500
04-0100-6112	Hourly Waaes	1,699	2,639	1,191	2,205	64,940
04-0100-6114	Seasonal Waaes	58,836	67,192	25,797	59,036	2425
04-0100-6115	Overtime Pav	-	77	39	-	-
	<b>Gross Pavroll:</b>	<b>97,074</b>	<b>118,405</b>	<b>56,449</b>	<b>116,241</b>	<b>127,865</b>
04-0100-6210	Payroll Taxes - FICA	578	7,314	8,000	7,323	8,055
04-0100-6211	Payroll Taxes - Medicare	1,255	1,711	2,000	1,685	2,100
04-0100-6212	Payroll Taxes - SUTA	203	239	300	349	384
04-0100-6310	Employee Benefits - Health Ins	5,240	7,128	8,900	9,166	10,083
04-0100-6311	Workman's Como. Insurance	5,415	2,835	2,835	7,000	7,700
04-0100-6310	Emolovee Benefits - Retirement	1,825	3,025	3,450	3,486	3,835
04-0100-7110	Employee Benefit - Accrued Com	-	-	-	-	-
04-0100-6314	Employee Benefit - Accrued Sic	-	-	-	-	-
04-0100-6320	Training	-	-	-	500	500
04-0100-6322	Travel and	-	269	269	1,500	1,500
04-0100-6323	Meals	-	67	67	-	500
	<b>Pavroll Taxes &amp;</b>	<b>14,517</b>	<b>22,588</b>	<b>25,822</b>	<b>31,009</b>	<b>34,657</b>
	<b>Total Personnel Cost:</b>	<b>111,591</b>	<b>140,993</b>	<b>82,271</b>	<b>147,250</b>	<b>162,522</b>
04-0100-7110	Advertising	1,498	1,355	1,355	1,500	1,650
04-0100-7120	Bank Fees and Other Penalties	11,028	7,683	8,000	11,300	8,000
04-0100-7122	Outside Service Fees	3,422	2,018	2,018	7,000	7,700
04-0100-7124	MembershioDues	745	0	-	745	745
04-0100-7125	Taxes and Licenses	390	0	-	-	-
04-0100-7140	Professional Fees-Accounting	-	-	-	-	3,500
04-0100-7141	Professional Fees - Legal	-	-	-	-	-
04-0100-7144	Insurance	13,050	9,956	9,956	13,040	14,344
04-0100-7150	Operating Supplies	9,543	10,676	10,561	9,000	9,900
04-0100-7151	Fuels and Lubricants	9,251	9,146	9,146	10,000	11,000
04-0100-7154	Office Supplies	-	11	11	500	550
04-0100-7155	Janitorial Supplies	1,018	3,037	2,493	2,000	2,200
04-0100-7180	Hollydot Restaurant	-	881	881	500	550
04-0100-7184	Fum. Tools& Equipment Reoairs	1,302	2,489	2,314	3,000	3,300
04-0100-7186	FacilitiesRepairs/Maintenance	500	7,227	7,227	3,000	3,300
04-0100-7190	Utilities -Electric	9,971	8,508	8,608	14,000	15,400
04-0100-7191	Utilities -Natural Gas	7,316	6,690	6,601	11,000	12,100
04-0100-7192	Utilities -Water	4,900	7,827	7,827	6,400	7,040
04-0100-7193	Utilities -Telephone	2,883	5,027	5,027	2,800	3,080
04-0100-7194	Utilities -Trash	2,501	2,891	2,626	3,400	3,740
	<b>Total O&amp;M</b>	<b>79,318</b>	<b>85,423</b>	<b>84,652</b>	<b>99,185</b>	<b>108,099</b>
04-0100-7710	Caopital Outlays	-	-	-	15,000	110,000
04-0100-7720	Capitai Projects	-	-	-	-	-
04-0100-7730	Lease Purchase Payments	-	-	-	-	-

Colorado City Metropolitan District  
 Golf Pro shop  
 2025 Budget Draft 1

Account 01-0100		12/31/2023 Prior Year Actual 2023	9/31/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
04-0100-7690	Depreciation	-	-	-	-	-
	<b>Total Expenditures</b>	-	-	-	-	<b>380,621</b>
	<b>Excess (Deficiency) of</b>					355,597

Colorado City Metropolitan District  
 Golf Course Maintenance  
 2025 Budget 1

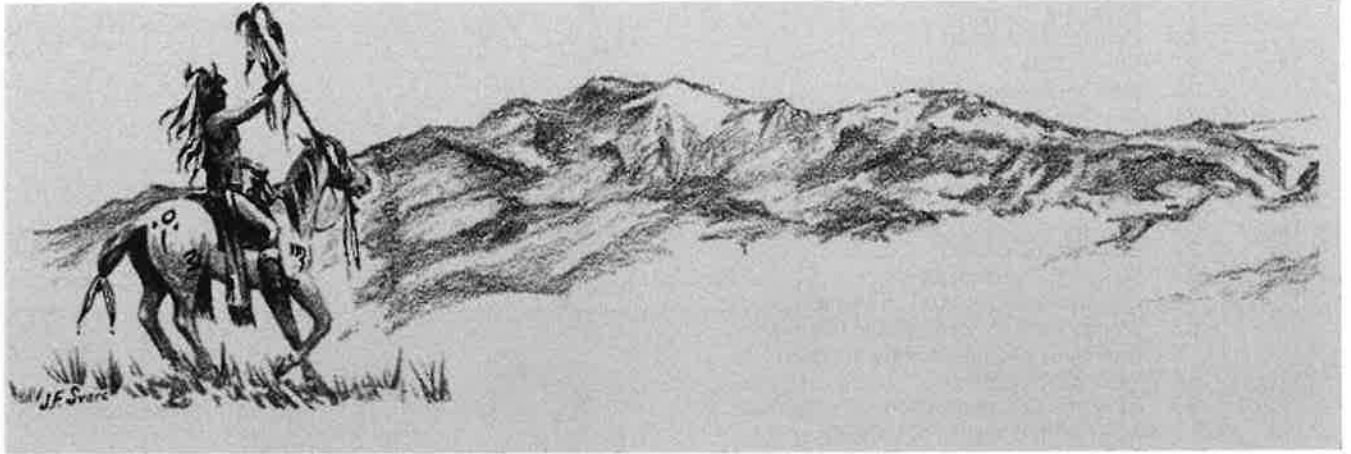
Account 04-0201		12/31/2023 Prior Year Actual 2023	9/31/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
04-0201-4510	Green Fees and Ranae Fees	-	-	-	-	-
04-0201-4512	Cart Rentals	-	-	-	-	-
04-0201-4520	Memberships	-	-	-	-	-
04-0201-4910	Miscellaneous & Rent	82	-	-	-	-
TBD	CTF Funds	-	3976	80000	-	-
04-0201-5200	Interest	-	-	-	-	-
04-0201-5700	Gain/Loss on Sale of Assets	-	-	-	-	-
04-0201-5910	Interfund Transfers	550	-	-	40000	40000
	<b>Total Revenue and OFS:</b>	<b>632</b>	<b>3,976</b>	<b>80,000</b>	<b>40,000</b>	<b>40,000</b>
04-0201-6110	Salaries	52,884	56113.86	34,692	63,525	69,877
04-0201-6112	Hourly Wages	3,011	2,918	1,585	3,081	24,403
04-0201-6114	Seasonal Wages	68,943	78,090	37,363	65000	71,500
04-0201-6115	Overtime Pay	-	77	39	-	-
	Gross Payroll:	124,839	76,784	139,081	135,981	165,780
04-0201-6210	PayrollTaxes-FICA	7,624	8,443	4,493	8,431	9,344
04-0201-6211	PayrollTaxes-- Medicare	1,783	1,975	1,051	1,972	2,185
04-0201-6212	PayrollTaxes--SUTA	255	274	146	408	452
04-0201-6213	Payroll Taxes. FAMILI	-	-	-	-	-
04-0201-6310	Employee Benefits -- Health Ins	7,158	7,185	4,483	9,092	9,100
04-0201-6311	Workman's Comp Insurance	5,350	2,577	2,577	5,985	6,000
04-0201-6312	Emp Benefits--Retirement	3,415	3,483	2,117	3,815.00	3,800
04-0201-6313	Emp Benefits-Accrued Vac Pa	-	-	-	-	-
04-0201-6314	Emp Benefits -- Accrued Sick P	-	-	-	-	-
04-0201-6320	Training	-	-	-	500	500
04-0201-6322	Travel & Lodging	-	35	35	500	500
04-0201-6323	Meals	-	70	70	-	-
	Payroll Taxes & Benefits:	25,586	17,062	27,258	30,703	31,881
	<b>Total Personnel Cost:</b>	<b>172,598</b>	<b>117,888</b>	<b>181,310</b>	<b>197,387</b>	<b>229,090</b>
04-0201-7110	Advertising	-	-	-	-	-
04-0201-7120	Bank Fees and Other Penalties	-	-	-	-	-
04-0201-7122	Outside Service Fees	8,762	18,183	16,831	8,400	13,400
04-0201-7124	MembershipOues	570	635	635	600	650
04-0201-7125	Taxes and Licenses	2	-	-	-	-
04-0201-7144	Insurance	846	775	1,305	1,500	1,500
04-0201-7150	Operating Supplies	46,024	38,247	30,186	25,000	30,000
04-0201-7151	Fuels & Lubricants	12,462	9,746	11000	14,000	15000
04-0201-7154	Office Supplies	142	-	-	-	-
04-0201-7155	JanitorialSupplfes	97	71	71	400	400
04-0201-7184	Furn. Tools& Equipment Repairs	6,512	9,831	10,000	10,000	11,000
04-0201-7186	FacilitiesRepairs/Maintenance	1,332	1240	1240	1,000	1,500
04-0201-7190	Utilities -Electric	547	3127	3745	4000	4000
04-0201-7191	Utilities -Natural Gas	1,575	2513	3,272	4,000	4,000
04-0201-7192	Utilliles -water	1,079	929	1,100	700	1,000
04-0201-7193	Utilities -Telephone	1255	1764	2135	1900	2000
04-0201-7194	Utilities Trash	907	850	1020	1300	1300
04-0201-7195	Non Potalbe Water	-	-	-	40000	40000
	<b>Total o&amp;M</b>	<b>82,112</b>	<b>87,911</b>	<b>72,541</b>	<b>112,800</b>	<b>125,750</b>
	Capital Outlays	-	-	-	-	-
04-0201-7710	Capital Projects	-	-	-	-	-
04-0201-7720	Lease - Purehase Payments	-	-	-	-	-
04-0201-7730	Annual DebtPayment	-	2,100	2,100	67,000	-
04-0201-7750	Total Capital expenditures	-	-	-	-	-
04-0201-7910	Interfund Oper Transfers -- Out	-	-	-	-	40000
04-0201-7690	depreciation	-	-	-	-	-
	<b>Total Expenditures</b>	<b>246,036</b>	<b>145,479</b>	<b>257,365</b>	<b>303,896</b>	<b>394,840</b>

**Colorado City Metropolitan District**

**Golf Course Maintenance**

**2025 Budget 1**

Account 04-0201		12/31/2023 Prior Year Actual 2023	9/31/2024 Current Year Actual 2024	Current Year Forecast Actual 2024	12/31/2024 Budget 2024	Budget 2025
	Excess (Deficiency) of					757
	Revenue					355597



# **Colorado City Metropolitan District**

## **Colorado City Metropolitan District Employee Handbook**

**November 15, 2024**

# TABLE of CONTENTS

<b>CORE POLICIES</b> .....	<b>4</b>
1.0 WELCOME .....	4
1.1 A Welcome Policy .....	4
1.2 At-Will Employment .....	4
2.0 INTRODUCTORY LANGUAGE AND POLICIES .....	5
2.1 About the Company .....	5
2.2 Company Facilities .....	5
2.3 Ethics Code .....	5
2.4 Mission Statement .....	5
2.5 Our Organization .....	5
2.6 Revisions to Handbook .....	6
3.0 HIRING AND ORIENTATION POLICIES .....	6
3.1 Accommodations for Pregnancy, Childbirth, and Related Medical Conditions .....	6
3.2 Affirmative Action (Federal Contractors) .....	7
3.3 Conflicts of Interest .....	7
3.4 Disability Accommodation .....	8
3.5 Employment Authorization Verification .....	8
3.6 Employment of Relatives and Friends .....	8
3.7 New Hires and Introductory Periods .....	9
3.8 Posting of Openings .....	9
3.9 Religious Accommodation .....	9
4.0 WAGE AND HOUR POLICIES .....	9
4.1 Attendance .....	9
4.2 Business Expenses .....	10
4.3 Direct Deposit .....	11
4.4 Employment Classifications .....	11
4.5 Introduction to Wage and Hour Policies .....	12
4.6 Pay Transparency (Federal Contractors) .....	12
4.7 Paycheck Deductions .....	12
4.8 Recording Time .....	12
4.9 Travel Expenses .....	13
4.10 Use of Employer Credit Cards .....	14
4.11 Workday/Workweek .....	15
5.0 PERFORMANCE, DISCIPLINE, LAYOFF, AND TERMINATION .....	15
5.1 Criminal Activity/Arrests .....	15
5.2 Disciplinary Process .....	15
5.3 Exit Interview .....	15
5.4 Open Door/Conflict Resolution Process .....	15
5.5 Outside Employment .....	16
5.6 Pay Raises .....	16
5.7 Performance Reviews .....	16
5.8 Post-Employment References .....	17
5.9 Promotions .....	17
5.10 Resignation Policy .....	17
5.11 Standards of Conduct .....	17
6.0 GENERAL POLICIES .....	18
6.1 Authorization for Use of Personal Vehicle .....	18
6.2 Bulletin Boards .....	19
6.3 Computer Security and Copying of Software .....	19
6.4 Driving Record .....	19
6.5 Employer Sponsored Social Events .....	19
6.6 Employer-Provided Cell Phones/Mobile Devices .....	20
6.7 Incentive Programs .....	20
6.8 Nonsolicitation/Nondistribution Policy .....	21
6.9 Off-Duty Use of Employer Property or Premises .....	21
6.10 Payroll Advances and Loans .....	21
6.11 Personal Appearance .....	22
6.12 Personal Cell Phone/Mobile Device Use .....	22
6.13 Personal Data Changes .....	23
6.14 Security .....	23
6.15 Social Media .....	23
6.16 Suggestion Policy .....	24
6.17 Third Party Disclosures .....	24
6.18 Use of Company Technology .....	25
6.19 Use of Employer Vehicles .....	26
6.20 Workplace Privacy and Right to Inspect .....	26
7.0 BENEFITS .....	26
7.1 Bereavement Leave .....	26

7.2	COBRA	27
7.3	Continuing Education and Tuition Assistance	27
7.4	Dental Insurance	27
7.5	Employer-Sponsored Disability Benefits	27
7.6	Federal Jury Duty Leave	28
7.7	Flexible Spending Account (FSA)	28
7.8	Health Insurance	28
7.9	Holidays	29
7.10	Life Insurance	29
7.11	Military Leave (USERRA)	29
7.12	Paid Time Off (PTO)	29
7.13	Retirement Benefits	30
7.14	Vacation	30
7.15	Workers' Compensation Insurance	31
8.0	<b>SAFETY AND LOSS PREVENTION</b>	<b>32</b>
8.1	Business Closure and Emergencies	32
8.2	Drug and Alcohol Policy	33
8.3	Drug-Free Workplace	33
8.4	General Safety	35
8.5	Workplace Tobacco Usage	35
8.6	Workplace Violence	36
9.0	<b>TRADE SECRETS AND INVENTIONS</b>	<b>37</b>
9.1	Confidentiality and Nondisclosure of Trade Secrets	37
10.0	<b>CUSTOMER RELATIONS</b>	<b>37</b>
10.1	Customer, Client, and Visitor Relations	37
10.2	Products and Services Knowledge	37
	<b>COLORADO POLICIES</b>	<b>38</b>
	<b>HIRING AND ORIENTATION POLICIES</b>	<b>38</b>
	EEO Statement and Nonharassment Policy	38
	<b>WAGE AND HOUR POLICIES</b>	<b>39</b>
	Accommodations for Nursing Mothers	39
	Colorado Overtime & Minimum Pay Standards (COMPS) Order Notice	40
	Meal and Rest Periods	40
	Overtime	41
	Pay Period	41
	Travel Time Pay	41
	Wage Disclosure Protection	41
	<b>GENERAL POLICIES</b>	<b>42</b>
	Access to Personnel and Medical Records Files	42
	<b>BENEFITS</b>	<b>42</b>
	Civil Air Patrol Leave	42
	Emergency Volunteer Service Leave	43
	Jury Duty Leave	43
	Paid Public Health Emergency Leave	43
	Paid Sick Leave (Accrual Method)	44
	Volunteer Firefighter Leave	46
	Voting Leave	47
	<b>SAFETY AND LOSS PREVENTION</b>	<b>47</b>
	Colorado Workplace Public Health Rights Notice	47
	<b>CLOSING STATEMENT</b>	<b>48</b>
	<b>ACKNOWLEDGMENT OF RECEIPT AND REVIEW</b>	<b>49</b>

# Core Policies

## 1.0 Welcome

### 1.1 A Welcome Policy

Welcome! You have just joined a dedicated organization. We hope that your employment with Colorado City Metropolitan District will be rewarding and challenging. We take pride in our employees as well as in the products and services we provide.

The District complies with all federal and state employment laws, and this handbook generally reflects those laws. The District also complies with any applicable local laws, although there may not be an express written policy regarding those laws contained in the handbook.

The employment policies and/or benefits summaries in this handbook are written for all employees. When questions arise concerning the interpretation of these policies as they relate to employees who are covered by a collective-bargaining agreement, the answers will be determined by reference to the actual union contract, rather than the summaries contained in this handbook.

Please take the time now to read this handbook carefully. Sign the acknowledgment at the end to show that you have read, understood, and agree to the contents of this handbook, which sets out the basic rules and guidelines concerning your employment. This handbook supersedes any previously issued handbooks or policy statements dealing with the subjects discussed herein. The Colorado City Metropolitan District reserves the right to interpret, modify, or supplement the provisions of this handbook at any time. Neither this handbook nor any other communication by a management representative or other, whether oral or written, is intended in any way to create a contract of employment. Please understand that no employee handbook can address every situation in the work place.

If you have questions about your employment or any provisions in this handbook, contact James Eccher District Manager.

We wish you success in your employment here at Colorado City Metropolitan District!

All the best,

James Eccher District Manager  
Colorado City Metropolitan District

### 1.2 At-Will Employment

Your employment with Colorado City Metropolitan District is on an "at-will" basis. This means your employment may be terminated at any time, with or without notice and with or without cause. Likewise, we respect your right to leave the District at any time, with or without notice and with or without cause.

Nothing in this handbook or any other Districts document should be understood as creating a contract, guaranteed or continued employment, a right to termination only "for cause," or any other guarantee of continued benefits or employment. Only the District Manager has the authority to make promises or negotiate with regard to guaranteed or continued employment, and any such promises are only effective if placed in writing and signed by the Board of Directors.

If a written contract between you and the Colorado City Metropolitan District is inconsistent with this handbook, the written contract is controlling.



Nothing in this handbook will be interpreted, applied, or enforced to interfere with, restrain, or coerce employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

## **2.0 Introductory Language and Policies**

### **2.1 About the Company**

Colorado City Metropolitan District is responsible for Water, Sewer, Roads, and Recreation in the district. It has a CCAAC (Colorado City Architectural Advisory Committee) committee that is in charge of covenant review for building and complaints received from the community. We are an agency that does not have a track record for trust in the community and are trying to turn that around with customer service and transparency in the community. The goal of the District is to keep the public aware of situations, that will affect their way of life and develop positive relationships to help gain their support and trust. Customer service is job one with all employees through communication and attitude.

### **2.2 Company Facilities**

We have multiple locations throughout the city of plants for operation. The sewer plant is located 4000 Applewood Drive, Golf Course 55 North Parkway, Maintenance Shop 5000 Colorado Blvd, Golf Maintenance 4500 Cuerno Verde Blvd, Main Office 4497 Bent Brothers Blvd, Recreation Center and Pool 5000 Cuerno Verde Blvd, Main Water Plant 5600 Cuerno Verde Blvd, Campground 7184 Hwy 165, Cold Springs Water Plant 7605 Hwy 165, and a makeup of Greenbelt within the boundaries of the district.

### **2.3 Ethics Code**

Colorado City Metropolitan District will conduct business honestly and ethically wherever operations are maintained. We strive to improve the quality of our services, products, and operations and will maintain a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment. Our managers and employees are expected to adhere to high standards of business and personal integrity as a representation of our business practices, at all times consistent with their duty of loyalty to the District.

We expect that officers, directors, and employees will not knowingly misrepresent the District and will not speak on behalf of the District unless specifically authorized. The confidentiality of trade secrets, proprietary information, and similar confidential commercially-sensitive information (i.e. financial or sales records/reports, marketing or business strategies/plans, product development, customer lists, patents, trademarks, etc.) about the District or operations, or that of our customers or partners, is to be treated with discretion and only disseminated on a need-to-know basis (see policies relating to privacy).

Violation of the Code of Ethics can result in discipline, up to and including termination of employment. The degree of discipline imposed may be influenced by the existence of voluntary disclosure of any ethical violation and whether or not the violator cooperated in any subsequent investigation.

### **2.4 Mission Statement**

The Colorado City Metropolitan District was organized for the purpose of providing for the inhabitants of the District, a water supply with all necessary or appurtenances there to; sanitary sewer and storm drainage services facilities, including all treatment and disposal works, equipment and appurtenances thereto; parks and recreation facilities; traffic and safety protection controls; street improvements. Said District provides, or may provide in the future, services and facilities for the above purposes in accordance with the provisions of the Special District Act.

### **2.5 Our Organization**

## **2.6 Revisions to Handbook**

This handbook is our attempt to keep you informed of the terms and conditions of your employment, including Colorado City Metropolitan District policies and procedures. The handbook is not a contract. The District reserves the right to revise, add, or delete from this handbook as we determine to be in our best interest, except the policy concerning at-will employment. When changes are made to the policies and guidelines contained herein, we will endeavor to communicate them in a timely fashion, typically in a written supplement to the handbook or in a posting on company bulletin boards.

## **3.0 Hiring and Orientation Policies**

### **3.1 Accommodations for Pregnancy, Childbirth, and Related Medical Conditions**

Colorado City Metropolitan District recognizes the importance of supporting employees experiencing limitations related to pregnancy, childbirth, or related medical conditions by providing reasonable accommodations. We are committed to complying with the federal Pregnant Workers Fairness Act (PWFA) and any applicable state or local laws offering additional protections.

Examples of reasonable accommodations include:

- Additional break time for restroom use, meals, hydration, and rest.
- Seating options allowing for sitting or standing as needed.
- Schedule changes, part-time work, and paid and unpaid leave.
- Flexible work hours to accommodate medical appointments and physical needs.
- Telework (remote work).
- Closer parking spots to the workplace entrance.
- Light duty.
- Making existing facilities accessible or modifying the work environment.
- Job restructuring.
- Temporarily suspending one or more essential functions of your job.
- Acquiring or modifying equipment, uniforms, or devices.
- Adjusting or modifying examinations or policies.

If you require an accommodation, notify your Department Head. In instances where the need for a particular accommodation is not obvious, you may be asked to provide:

- The reason an accommodation is needed.
- A description of the proposed accommodation.
- Information on how the accommodation will effectively address your limitations.

Medical documentation will not be required in the following situations:

- When the limitation and need for an accommodation is obvious.
- If the Organization is already aware of the limitation due to previous disclosures.
- When requesting accommodations such as additional restroom breaks, fluid intake, food breaks, or seating arrangements, which are considered presumptively reasonable.
- For any lactation accommodations.
- When a similar accommodation has been provided to other employees without requiring documentation.

The Organization will engage in an interactive process with you to identify suitable accommodations. While we strive to accommodate all requests, certain accommodations may not be provided if they would result in undue hardship to the Organization. Factors considered include the nature and cost of the accommodation, the overall financial resources of the facility, and the impact on operations, including safety and efficiency.

If leave is provided as a reasonable accommodation, it may run concurrently with leave under the federal Family and Medical Leave Act (FMLA) and/or any other applicable leave as permitted by law.

The Organization strictly prohibits retaliation against employees who request or utilize an accommodation under this policy.

## 3.2 Affirmative Action (Federal Contractors)

As a federal contractor, it is the policy of Colorado City Metropolitan District to take affirmative action as called for by applicable laws and executive orders to:

- Provide equal employment opportunities to all qualified persons and recruit, hire, train, terminate, promote, and compensate persons in all jobs without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information or characteristics, protected veteran status, or other protected classifications in accordance with federal law.
- Administer personnel actions in areas such as compensation, benefits, transfers, layoffs and recalls, Organization-sponsored education training, tuition assistance, and social and recreational programs to ensure that no employees are discriminated against.
- Ensure employment decisions are made in furtherance of the objective of equal employment including, but not limited to:
  - **Recruitment and selection** – Recruitment and hiring of all personnel is accomplished without discrimination against any individual whose status is protected by applicable state or local law.
  - **Promotion** – Individuals will be upgraded and promoted on the basis of their abilities, skills, and experience. The Organization will undertake good faith efforts to ensure that minority and women employees, disabled individuals, and covered veterans, who are qualified, as well as those who become qualified through training, are considered for promotion.
  - **Transfers** – When vacancies occur, the Organization will make every good faith effort to effect transfers of qualified minority and women employees, disabled individuals, and covered veterans, into areas where such employees may have been or may now be underutilized.
  - **Terminations** – When reductions in Organization work force occur, they will be based on nondiscriminatory factors and make every good faith effort to ensure that minorities and women, disabled individuals, and covered veterans are treated in a nondiscriminatory manner.

Applicants and employees will not be subjected to harassment, intimidation, or any type of retaliation because they have:

- Filed a complaint;
- Assisted or participated in an investigation, compliance review, or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity;
- Opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or
- Exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

## 3.3 Conflicts of Interest

Colorado City Metropolitan District is concerned with conflicts of interest that create actual or potential job-related concerns, especially in the areas of confidentiality, customer relations, safety, security, and morale. If there is any actual or potential conflict of interest between you and a competitor, supplier, distributor, or contractor to the Organization, you must disclose it to your Department Head. If an actual or potential

conflict of interest is determined to exist, the Organization will take such steps as it deems necessary to reduce or eliminate this conflict.

### **3.4 Disability Accommodation**

Colorado City Metropolitan District complies with the Americans with Disabilities Act (ADA), the Pregnancy Discrimination Act, and all applicable state and local fair employment practices laws, and is committed to providing equal employment opportunities to qualified individuals with disabilities, including disabilities related to pregnancy, childbirth, and related conditions. Consistent with this commitment, the Organization will provide reasonable accommodation to otherwise qualified individuals where appropriate to allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship on the business.

If you require an accommodation because of your disability, it is your responsibility to notify your Department Head. You may be asked to include relevant information such as:

- The reason you need an accommodation.
- A description of the proposed accommodation.
- How the accommodation will help you perform the essential functions of your job.

After receiving your request, the Organization will engage in an interactive dialogue with you to determine the precise limitations of your disability and explore potential reasonable accommodations that could overcome those limitations. Where appropriate, we may need your permission to obtain additional information from your medical provider. All medical information received by the Organization in connection with a request for accommodation will be treated as confidential.

The Organization encourages you to suggest specific reasonable accommodations that you believe would allow you to perform your job. However, the Organization is not required to make the specific accommodation requested by you and may provide an alternative accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on the Organization.

Where state or local law provides greater protections to employees than federal law, the Organization will apply the law that provides the greatest benefit to employees.

If leave is provided as a reasonable accommodation, such leave may run concurrently with leave under the federal Family and Medical Leave Act and/or any other leave where permitted by state and federal law.

The Organization will not discriminate or retaliate against employees for requesting an accommodation.

### **3.5 Employment Authorization Verification**

New hires will be required to complete Section 1 of federal Form I-9 on the first day of paid employment and must present acceptable documents authorized by the U.S. Citizenship and Immigration Services proving identity and employment authorization no later than the third business day following the start of employment with Colorado City Metropolitan District. If you are currently employed and have not complied with this requirement or if your status has changed, inform your Department Head.

If you are authorized to work in this country for a limited period of time, you will be required to submit proof of renewed employment eligibility prior to expiration of that period to remain employed by the Organization.

### **3.6 Employment of Relatives and Friends**

We will not employ friends or relatives in circumstances where actual or potential conflicts may arise that could compromise supervision, safety, confidentiality, security, and morale at Colorado City Metropolitan District. It is your obligation to inform the Organization of any such potential conflict so the Organization can determine how best to respond to the particular situation.

## **3.7 New Hires and Introductory Periods**

The first 90 days of your employment is considered an introductory period. During this period, you will become familiar with Colorado City Metropolitan District and your job responsibilities, and we will have the opportunity to monitor the quality and value of your performance and make any necessary adjustments in your job description or responsibilities. Completion of this introductory period does not imply guaranteed or continued employment. Nothing that occurs during or after this period should be construed to change the nature of the "at-will" employment relationship.

## **3.8 Posting of Openings**

Colorado City Metropolitan District desires to promote qualified employees from within where it believes that is possible, consistent with the need to assure that all positions are staffed by highly competent individuals. New job openings generally will be posted on the bulletin board, as well as on our Internet site.

## **3.9 Religious Accommodation**

Colorado City Metropolitan District recognizes the diversity of religious beliefs and is committed to providing equal employment opportunities to all employees, regardless of their religious beliefs and practices or lack thereof. Consistent with this commitment, the Organization complies with Title VII of the Civil Rights Act of 1964 and all applicable state and local laws that prohibit employment discrimination on the basis of religion. The Organization will reasonably accommodate the sincerely held religious beliefs of employees if the accommodations would resolve a conflict between the individual's religious belief or practice and a work requirement, unless doing so would create an undue hardship.

### **Requesting a Religious Accommodation**

If you need an accommodation because of your religious beliefs or practices, make the request with your Department Head or appropriate department. You may be asked to include relevant information such as:

- A description of the proposed accommodation.
- The reason you need the accommodation.
- How the accommodation will help resolve the conflict between your religious beliefs or practices (or lack thereof) and your work requirements.

After receiving your request, the Organization will engage in an interactive dialogue with you to explore potential accommodations that could resolve the conflict between your religious beliefs or practices and work requirements. The Organization encourages you to suggest specific reasonable accommodations. However, the Organization is not required to make the specific accommodation requested by you and may provide an alternative accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on the Organization.

The Organization will not discriminate or retaliate against employees who, in good faith, request a religious accommodation under this policy.

## **4.0 Wage and Hour Policies**

### **4.1 Attendance**

Colorado City Metropolitan District requires regular and punctual attendance by employees. You are expected to arrive at the workplace on time and ready to perform your job. Failure to comply with this policy may result in disciplinary action, up to and including termination.

If you are not going to arrive at work or return from a break on time, you must notify your Department Head as soon as possible but at least 30 Minutes before your scheduled start time. If your Department Head is not available, contact another member of management.

If you must miss work due to an emergency or other unexpected circumstance, notify your Department Head as soon as possible. Notice should include the expected duration of your absence and your expected time or date of return. You may be required to provide documentation of the need for the absence, as permitted by applicable law.

If you become ill during your scheduled workday and need to leave before the end of your shift, notify your Department Head immediately. If you are unable to perform your job at an acceptable level due to illness, you may be sent home until you are well enough to work.

Absences will be considered excused if you requested the time off in accordance with Organization policies and received the required approval for the absence. Absences will be considered unexcused if you are absent from work during scheduled work hours without permission and do not receive retroactive approval. This policy applies to all absences, including full- or partial-day absences, late arrivals, and early departures.

Planned absences, such as vacations or medical appointments, should be arranged as far in advance as possible. If you need to be absent during the workday, attempt to schedule outside appointments or obligations so that your absence has the smallest impact possible on business operations.

The Organization reserves the right to apply unused vacation, sick time, or other paid time off to unauthorized absences when permitted by applicable law. Absences resulting from approved leave, vacation, or legal requirements are exceptions to this policy.

If you fail to report to work for Three (3) or more consecutive days and have not provided proper notification, the Organization will assume that you have voluntarily resigned your position and will proceed with the termination process.

## **4.2 Business Expenses**

The District reimburses employees for expenses reasonably incurred in the course of District business, provided such expenses have been authorized in advance or are determined by the District, in its discretion, to have been necessarily incurred under circumstances where advance approval was not reasonably possible. Employees seeking reimbursement for expenses will ordinarily be required to document those expenses.

All requests for reimbursement for expenses shall be submitted on the District's expense form.

### **DEFINITIONS:**

**Approving Authority** – An individual delegated the authority by the District's Board of Directors to approve matters related to official travel (See Required Travel Authorization below).

**Commercial Lodging** – Any accommodations that are available and offered for use by a traveler for which a rental schedule has been established and payment is required for its use.

**Expenses Incurred for the benefit of the District** – Expenses incurred that enable a District employee or director to perform their assigned duties or carry out the responsibilities required by the District’s rules, regulations or resolutions.

**In-State Travel** – Travel within the State of Colorado and to the immediate area outside the State that is part of an otherwise “in-state” trip.

**Out-of-State Travel** – All travel to destinations outside of the State of Colorado, including international travel.

**Political Expenses** – Expenses incurred in relation to activities that are primarily designed to further the interest of a candidate, political party, or special interest group.

**Transportation** – Travel by commercial airline, railroad bus, taxicab; district-owned, leased, or personally owned automobile or airplane; or any other means of conveyance.

### 4.3 Direct Deposit

Colorado City Metropolitan District encourages all employees to enroll in direct deposit. If you would like to take advantage of direct deposit, ask Payroll for an application form. Typically, the bank will begin the direct deposit of your payroll within 30 calendar days after you submit your completed application.

If you have selected the direct deposit payroll service, a written explanation of your deductions will be provided to you on paydays in lieu of a check.

### 4.4 Employment Classifications

The Organization designates all employees as either exempt or nonexempt in compliance with applicable federal, state, and local law:

- **Exempt Employees.** Exempt employees are generally paid a fixed salary and are not entitled to overtime pay.
- **Nonexempt Employees.** Nonexempt employees are entitled to minimum wage and overtime pay.

The Organization also assigns each employee to one of the following categories:

- **Regular Full-Time Employees.** Regular full-time employees are normally scheduled to work at least 40 hours per workweek, except for approved time off. Full-time employees are eligible for most Organization benefits.
- **Regular Part-Time Employees.** Regular part-time employees are normally scheduled to work 32 hours or less per workweek. Part-time employees are not eligible for most Organization benefits.
- **Temporary/Seasonal Employees.** Temporary employees are generally hired on a temporary or project-specific basis, with either full- or part-time hours. Seasonal employees are hired on a temporary basis during a time of year when extra work is available. Temporary/seasonal employees are not eligible for most Organization benefits.

You will be informed of your classification, status, and responsibilities at the time of hire and at any time your classification, status, or responsibilities change. If you have a question regarding this information, contact District Manager and/or Finance Director. These classifications do not alter your employment at-will status.

## **4.5 Introduction to Wage and Hour Policies**

At Colorado City Metropolitan District, pay depends on a wide range of factors, including pay scale surveys, individual effort, profits, and market forces. If you have any questions about your compensation, including matters such as paid time off, commissions, overtime, benefits, or paycheck deductions, speak with your Department Head.

## **4.6 Pay Transparency (Federal Contractors)**

The contractor (Colorado City Metropolitan District) will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employees or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

## **4.7 Paycheck Deductions**

Colorado City Metropolitan District is required by law to make certain deductions from your pay each pay period, including deductions for federal income tax, Social Security and Medicare (FICA) taxes, and any other deductions required under law or by court order for wage garnishments. The amount of your tax deductions will depend on your earnings and the information you list on your federal Form W-4 and applicable state withholding form. Permissible deductions for exempt employees may also include, but are not limited to, deductions for full-day absences for reasons other than sickness or disability and certain disciplinary suspensions. You may also authorize certain voluntary deductions from your paycheck where permissible under state law. Your deductions will be reflected in your wage statement. If you have any questions about deductions from your pay, contact your Department Head.

The Organization will not make deductions to your pay that are prohibited by federal, state, or local law. Review your paycheck for errors each pay period and immediately report any discrepancies to your Department Head.

You will be reimbursed in full for any isolated, inadvertent, or improper deductions, as defined by law. If an error is found, you will receive an immediate adjustment, which will be paid no later than your next regular payday.

The Organization will not retaliate against employees who report erroneous deductions in accordance with this policy.

## **4.8 Recording Time**

Colorado City Metropolitan District is required by applicable federal, state, and local laws to keep accurate records of hours worked by certain employees. To ensure that the Organization has complete and accurate time records and that employees are paid for all hours worked, nonexempt employees are required to record all working time using Organization time cards. Speak with your Department Head for specific instructions.

You must accurately record all of your time to ensure you are paid for all hours worked, and must follow established Organization procedures for recording your hours worked. Time must be recorded as follows:

- Immediately before starting your shift.
- Immediately after finishing work, before your meal period.
- Immediately before resuming work, after your meal period.
- Immediately after finishing work.



- Immediately before and after any other time away from work.
- Other compensable time required by state law (such as time taken waiting to undergo and undergoing mandatory screenings).

Time sheets/time cards are to be turned in to your Department Head or appropriate department on every other Friday by 10 a.m.MST

If you are required to clock in, you should clock in no more than five minutes before the time you actually start working and clock out no later than five minutes after you actually stop working.

Notify your Department Head or Payroll Department of any pay discrepancies, unrecorded or misrecorded work hours, or any involuntarily missed meal or break periods.

Falsifying time entries is strictly prohibited. Falsifying time entries includes working "off the clock." If you falsify your own time records, or the time records of co-workers, or if you work off the clock, you will be subject to discipline up to and including termination. Immediately report to your Supervisor or appropriate department any employee, supervisor, or manager who falsifies your time entries or encourages or requires you to falsify your time entries or work off the clock.

## **4.9 Travel Expenses**

The purpose of this policy is to define approved business travel expenses and the authority for incurring and approving such expenses at Colorado City Metropolitan District.

Travel expenses are the reasonable and necessary expenses incurred by employees when traveling on approved Colorado City Metropolitan District business trips. Travel is limited to business activities for which other means of communication is inadequate and for which prior approval from your Department Head has been received.

### **Advances**

The Organization does not generally provide cash travel advances. Normally, you will be expected to use personal credit cards and/or your own cash and submit approved expenses on the standard Expense Report Form.

### **Travel Expenses**

The Organization pays the actual amounts incurred for appropriate expenses when you are on travel assignments. Examples of typical expenses include the following:

- Airline tickets.
- Meals and lodging.
- Car rental, bus, taxi, parking.
- Telephone and fax.
- Laundry and dry cleaning (trips exceeding one week only, unless emergency).
- Business supplies and services.
- Associated gratuities.
- Other expenses necessary to achieve the business purposes.

### **Family Members**

The Organization will pay the travel expenses of spouses or other family members only when their presence is necessary to the business purpose of the trip and when approved in advance in writing by the District Manager

### **Air Travel**

Use economy or tourist class airfares when traveling on Organization business. In addition, private, noncommercial aircraft or chartered aircraft is not to be used, and no more than two Organization officers should travel together on the same flight.

Airfares are to be charged to personal credit cards and subsequently submitted for reimbursement on a monthly expense report.

## **Hotels**

Neither in-room movies nor refreshment bars are approved Organization expenses.

## **Insurance**

The Organization does not pay for personal travel insurance for employees.

## **Rental Cars**

You are to use rental firms having existing relationships with the Organization and, where feasible, have negotiated discount rates. Available reasonable transportation is to be used.

## **Personal Vehicles**

When using your own vehicle for business purposes, you must maintain insurance coverage as required by law and may not have more than 2 points on your driving record. Travel between your home and primary office is not considered to be business travel. You may not use your personal vehicle for business travel without authorization. Every attempt should be made to utilize the use of courier and delivery services in order to avoid hazard of liability and the time away from work. You will be reimbursed for vehicle use at the standard IRS mileage rate. The District Manager must authorize any deviation from this policy.

## **Reporting**

Report approved expenses and include a description of the expense, its business purpose, date, place, and the participants.

## **Travel Reservations**

Airline travel, rental cars, and hotels must be booked through the corporate designated travel agency in order to be reimbursed.

### **4.10 Use of Employer Credit Cards**

All employees in the possession of a credit card issued by Colorado City Metropolitan District will adhere to the strictest guidelines of responsibility for the protection and proper use of that card. Credit card purchases related to Organization vehicle use (gas, oil, etc.) under \$100 do not require prior approval. Credit card purchases over \$500 for directors and any other business purchases over \$50 for all other employees must receive prior approval from your District Manager.

Submit all sales receipts generated by use of the Organization credit card immediately to your Accounting Department. Your Organization credit card may not be used for personal reasons. Use of the Organization credit card is restricted to approved business related expenses.

Any unauthorized purchases made with a credit card issued by the Organization will be the cardholder's responsibility. You must reimburse any such purchase to the Organization immediately .

Immediately report lost or stolen Organization cards to your Department Head. Failure to follow this policy may result in disciplinary action up to and including discharge.

## **4.11 Workday/Workweek**

Colorado City Metropolitan District's workweek runs from Saturday to Friday. The workday begins at 7:00 am and ends at 3:30 PM. Employees may be required to come in early, work late, or work overtime from time to time, depending on various factors, such as workloads, staffing needs, and special projects.

## **5.0 Performance, Discipline, Layoff, and Termination**

### **5.1 Criminal Activity/Arrests**

Colorado City Metropolitan District will report all criminal activity in accordance with applicable law. Involvement in criminal activity while employed by the Organization, whether on or off Organization property, may result in disciplinary action including suspension or termination of employment.

You are expected to be on the job, ready to work, when scheduled. Inability to report to work as scheduled may lead to disciplinary action, up to and including termination of employment, for violation of an attendance policy or job abandonment.

### **5.2 Disciplinary Process**

Violation of Colorado City Metropolitan District's policies or procedures may result in disciplinary action, including demotion, transfer, leave without pay, or termination of employment. The Organization encourages a system of progressive discipline depending on the type of prohibited conduct. However, the Organization is not required to engage in progressive discipline and may discipline or terminate employees who violate the rules of conduct, or where the quality or value of their work fails to meet expectations at any time. Again, any attempt at progressive discipline does not imply that your employment is anything other than on an "at-will" basis consistent with applicable law. Note that the specific terms of your employment relationship, including termination procedures, are governed by the laws of the state in which you are employed.

In appropriate circumstances, management will first provide you with a verbal warning, then with one or more written warnings, and if the conduct is not sufficiently altered, eventual demotion, transfer, forced leave, or termination of employment. Your Department Head will make every effort possible to allow you to respond to any disciplinary action taken. Understand that while the Organization is concerned with consistent enforcement of our policies, we are not obligated to follow any disciplinary or grievance procedure and, depending on the circumstances, you may be disciplined or terminated without any prior warning or procedure.

### **5.3 Exit Interview**

You may be asked to participate in an exit interview when you leave Colorado City Metropolitan District. The purpose of the exit interview is to provide management with greater insight into your decision to leave employment; identify any trends requiring attention or opportunities for improvement; and to assist the Organization in developing effective recruitment and retention strategies. Your cooperation in the exit interview process is appreciated.

### **5.4 Open Door/Conflict Resolution Process**

Colorado City Metropolitan District strives to provide a comfortable, productive, legal, and ethical work environment. To this end, we want you to bring any problems, concerns, or grievances you have about the work place to the attention of your Department Head and, if necessary, to Human Resources or upper level management. To help manage conflict resolution we have instituted the following problem solving procedure:

If you believe there is inappropriate conduct or activity on the part of the Organization, management, its employees, vendors, customers, or any other persons or entities related to the Organization, bring your concerns to the attention of your Department Head at a time and place that will allow the person to properly listen to your concern. Most problems can be resolved informally through dialogue between you and your immediate Department Head. If you have already brought this matter to the attention of your Department Head before and do not believe you have received a sufficient response, or if you believe that person is the source of the problem, present your concerns to Human Resources or upper level management. Describe the problem, those persons involved in the problem, efforts you have made to resolve the problem, and any suggested solution you may have.

## **5.5 Outside Employment**

Outside employment that creates a conflict of interest or affects the quality or value of your work performance or availability at Colorado City Metropolitan District is prohibited. The Organization recognizes that you may seek additional employment during off hours, but in all cases expects that any outside employment will not affect your attendance, job performance, productivity, work hours, or scheduling, or would otherwise adversely affect your ability to effectively perform your duties or in any way create a conflict of interest. Any outside employment that will conflict with your duties and obligations to the Organization should be reported to your Department Head. Failure to adhere to this policy may result in discipline up to and including termination.

While on a leave of absence, you may not work or be gainfully employed for yourself or by another employer. If you are on a leave of absence and are found to be in violation of this policy, you will be subject to disciplinary action up to and including termination.

## **5.6 Pay Raises**

Depending on financial health and other Organization factors, efforts will be made to give pay raises consistent with Colorado City Metropolitan District profitability, job performance, and the consumer price index. The Organization may also make individual pay raises based on certification obtained, merit, or due to a change of job position.

## **5.7 Performance Reviews**

Colorado City Metropolitan District will make efforts to periodically review your work performance. The performance review is a tool used to evaluate employee performance over the review period by assessing:

- Your performance of assigned job duties and responsibilities.
- Your achievement or lack of achievement of specific targets and goals.
- Other aspects of your performance (e.g., communication skills, professionalism, ability to collaborate, reliability, willingness to take initiative, etc.).

The performance review process will take place annually, or as business needs dictate.

The performance review process is intended to increase the quality and value of your work performance. The review process may be used:

- As a basis for employment decisions, such as promotions and demotions.
- To improve the performance of underperforming employees.
- To document employee growth at the Organization.

A positive performance review does not guarantee a pay raise or continued employment.

## **5.8 Post-Employment References**

Colorado City Metropolitan District policy is to confirm dates of employment and job title only. With written authorization, the Organization will confirm compensation information when permissible by applicable law. Forward any requests for employment verification to Finance Manager or District Manager.

## **5.9 Promotions**

To match you with the job for which you are best suited and to meet the business needs of Colorado City Metropolitan District, you may be transferred from your current job. It is our policy to promote from within only when the most qualified candidate is available. Promotions are made on an equal opportunity basis according to employees possessing the needed skills, education, experience, and other qualifications that are required for the job.

All employees promoted into new job positions will undergo an introductory period as described in the New Hires and Introductory Periods policy. Unlike new hires, however, such employees will continue to receive Organization benefits for which they are eligible.

## **5.10 Resignation Policy**

Colorado City Metropolitan District hopes that your employment with the Organization will be a mutually rewarding experience; however, the Organization acknowledges that varying circumstances can cause you to resign employment. The Organization intends to handle any resignation in a professional manner with minimal disruption to the workplace.

### **Notice**

The Organization requests that you provide a minimum of two weeks' notice of your resignation. Provide a written resignation letter to your Department Head. If you provide less notice than requested, the Organization may deem you to be ineligible for rehire, depending on the circumstances of the notice given.

The Organization reserves the right to provide you with pay in lieu of notice in situations where job or business needs warrant.

### **Final Pay**

The Organization will pay separated employees in accordance with applicable laws and other sections of this handbook.

Notify the Organization if your address changes during the calendar year in which resignation occurs to ensure tax information is sent to the correct address.

### **Return of Property**

Return all Organization property at the time of separation. Failure to return some items may result in deductions from your final paycheck where state law allows. In some circumstances, the Organization may pursue criminal charges for failure to return Organization property.

## **5.11 Standards of Conduct**

Colorado City Metropolitan District wishes to create a work environment that promotes job satisfaction, respect, responsibility, integrity, and value for all our employees, clients, customers, and other stakeholders. We all share in the responsibility of improving the quality of our work environment. By deciding to work here, you agree to follow our rules.

While it is impossible to list everything that could be considered misconduct in the workplace, what is outlined here is a list of common-sense infractions that could result in discipline, up to and including immediate termination of employment. This policy is not intended to limit our right to discipline or discharge employees for any reason permitted by law.

Examples of inappropriate conduct include:

- Violation of the policies and procedures set forth in this handbook.
- Possessing, using, distributing, selling, or negotiating the sale of illegal drugs or other controlled substances.
- Being under the influence of alcohol during working hours on Organization property (including in Organization vehicles), or on Organization business.
- Inaccurate reporting of the hours worked by you or any other employees.
- Providing knowingly inaccurate, incomplete, or misleading information when speaking on behalf of the Organization or in the preparation of any employment-related documents including, but not limited to, job applications, personnel files, employment review documents, intra-company communications, or expense records.
- Taking or destroying Organization property.
- Possession of potentially hazardous or dangerous property (where not permitted) such as firearms, weapons, chemicals, etc., without prior authorization.
- Fighting with, or harassment of (as defined in our EEO policy), any fellow employee, vendor, or customer.
- Disclosure of Organization trade secrets and proprietary and confidential commercially-sensitive information (i.e. financial or sales records/reports, marketing or business strategies/plans, product development information, customer lists, patents, trademarks, etc.) of the Organization or its customers, contractors, suppliers, or vendors.
- Refusal or failure to follow directions or to perform a requested or required job task.
- Refusal or failure to follow safety rules and procedures.
- Excessive tardiness or absences.
- Smoking in nondesignated areas.
- Working unauthorized overtime.
- Solicitation of fellow employees on Organization premises during working hours.
- Failure to dress according to Organization policy.
- Use of obscene or harassing (as defined by our EEO policy) language in the workplace.
- Engaging in outside employment that interferes with your ability to perform your job at this Organization.
- Gambling on Organization premises.
- Lending keys or keycards to Organization property to unauthorized persons.

Nothing in this policy is intended to limit your rights under the National Labor Relations Act, or to modify the at-will employment status where at-will is not prohibited by state law.

## **6.0 General Policies**

### **6.1 Authorization for Use of Personal Vehicle**

All employees required to operate a motor vehicle as part of their employment duties must maintain a valid driver's license, acceptable driving record, and appropriate insurance coverage. Colorado City Metropolitan District may run a motor vehicle department check to determine your driving record. It is your responsibility to provide a copy of your current driver's license and insurance coverage for your personnel file. Any changes in your driving record, including, but not limited to, driving infractions or changes to your insurance policy, must be reported to the Organization.

If you use your personal vehicle in the course and scope of employment, you may not operate such vehicle while:

1. Under the influence of drugs, alcohol, or any other substance that might impair your judgment or ability to drive; or
2. Texting, emailing, or otherwise using a cell phone or other handheld device without utilizing a hands-free device.

## **6.2 Bulletin Boards**

Colorado City Metropolitan District maintains an official bulletin board located at District Office 4497 Bent Brothers Blvd for providing employees with official Organization notices, including wage and hour laws, changes in policies, and other employment-related notices. At times the Organization may also post information of general interest to employees on the bulletin board. You are responsible for being informed about this material by periodically reviewing the bulletin board. Only authorized personnel may add and remove notices from the bulletin board.

## **6.3 Computer Security and Copying of Software**

Software programs purchased and provided by Colorado City Metropolitan District are to be used only for creating, researching, and processing materials for Organization use. By using Organization hardware, software, and networking systems you assume personal responsibility for their use and agree to comply with this policy and other applicable Organization policies, as well as city, state, and federal laws and regulations.

All software acquired for or on behalf of the Organization, or developed by Organization employees or contract personnel on behalf of the Organization, is and will be deemed Organization property. It is the policy of the Organization to respect all computer software rights and to adhere to the terms of all software licenses to which the Organization is a party. The Finance Manager and/or District Manager is responsible for enforcing these guidelines.

You may not illegally duplicate any licensed software or related documentation. Unauthorized duplication of software may subject you and/or the Organization to both civil and criminal penalties under the United States Copyright Act. To purchase software, obtain your manager's approval. All software acquired by the Organization must be purchased through Finance Manager and/or District Manager.

You may not duplicate, copy, or give software to any outsiders including clients, contractors, customers, and others. You may use software on local area networks or on multiple machines only in accordance with applicable license agreements entered into by the Organization.

## **6.4 Driving Record**

All employees required to operate a motor vehicle as part of their employment duties at Colorado City Metropolitan District must maintain a valid driver's license and acceptable driving record. The Organization may run a motor vehicle department check to determine your driving record. It is your responsibility to provide a copy of your current driver's license for your personnel file. Any changes in your driving record, including but not limited to driving infractions, must be reported to the Organization.

State law requires all motorists to carry auto liability insurance. It is against the law to drive without insurance. If you use your own vehicle as a part of your employment duties, you must provide management with a current proof of insurance statement or card. New proof of insurance is required every time your policy expires and renews.

## **6.5 Employer Sponsored Social Events**

Colorado City Metropolitan District holds periodic social events for employees. Be advised that your attendance at these events is voluntary and does not constitute part of your work-related duties. Any exceptions to this policy must be in writing and signed by a Department Head prior to the event.

Alcoholic beverages may be available at these events. If you choose to drink alcoholic beverages, you must do so in a responsible manner. Do not drink and drive. Instead, please call a taxi or appoint a designated driver.

## 6.6 Employer-Provided Cell Phones/Mobile Devices

Colorado City Metropolitan District may issue certain employees a Organization cell phone/mobile device for work-related communications and/or operations. If you drive a vehicle during your employment, you may not use any cell phone/mobile device or other communication device while driving unless the device is equipped or configured with a "hands-free" listening/speaking option, and you in fact utilize the hands-free device.

We understand that you may use the cell phone/mobile device for personal use; however, such personal use should not exceed the plan allowance. When the cell phone/mobile device is used for personal reasons and the activity results in additional cost to the Organization, you are responsible for the cost of that usage, including all applicable taxes unless prohibited by law.

The Organization owns and remains entitled to all cell phone/mobile devices issued to employees, including all passwords controlling access to them.

You may not change those passwords except with permission. At the time of employment termination, all such equipment and passwords must be returned to the Organization in operable condition.

Violation of this policy may result in discipline, up to and including termination of employment.

If you wish to use your own cell phone/mobile device, Colorado City Metropolitan District will pay a stipend to assist you with your device.

## 6.7 Incentive Programs

Pay increases for individual licenses related to Water and Sewer departments shall be as listed below:

License Type	Pay increase per hour
• A – Water	\$1.25
• A – Sewer	\$1.25
• B – Water	\$1.00
• B – Sewer	\$1.00
• C – Water	\$0.75
• C – Sewer	\$0.75
• D – Water	\$0.50
• D – Sewer	\$0.50
• Collection – 3	\$0.50
• Distribution – 3	\$0.50
• Collection – 2	\$0.25
• Distribution – 2	\$0.25
• Collection – 1	\$0.125
• Distribution – 1	\$0.125

Hourly wages of employees receiving and holding current any of the licenses set forth above shall, upon receipt of the license, be raised by the amount corresponding to the type of license earned. Reimbursement for expenses associated with maintaining such licenses or in earning such licenses shall be available consistent with the provisions in our Business Expense reimbursement policy.



## 6.8 Nonsolicitation/Nondistribution Policy

Colorado City Metropolitan District prioritizes a harmonious work environment that minimizes disruption to business operations and respects the focus of employees, visitors, and others. Our nonsolicitation/nondistribution policy aims to ensure a balanced approach to interactions within the workplace.

### Solicitation

For the purposes of this policy, **solicitation** includes various activities such as selling items or services, seeking contributions, or seeking support for an organization. Solicitation, whether conducted verbally, in writing, or electronically, falls under this policy's scope.

During your assigned working hours, soliciting other employees is prohibited. **Working hours** refers to periods when either you or the employees you intend to solicit are expected to be actively engaged in work-related activities. You are permitted to engage in solicitation during authorized nonworking times, such as breaks, provided that the recipients of the solicitation are also on nonworking time.

### Distribution

To ensure cleanliness, organization, and safety, the distribution of nonwork-related literature or items within working areas is prohibited at all times. Working areas do not include break/rest areas, lunchrooms, and parking lots. Electronic distribution of materials during work hours is also not allowed. Any literature that violates the Organization's equal employment opportunity (EEO) and nonharassment policies, or knowingly spreads false information, is strictly prohibited. Nonemployees are not permitted to distribute materials on company premises under any circumstances.

### Statutory Rights and Communication

This policy is not meant to curtail the statutory rights of employees, including their right to discuss terms and conditions of employment. Open communication remains a vital part of our workplace culture.

### Reporting Violations

If you become aware of violations of this policy, report them to your Department Head.

We appreciate your cooperation in maintaining a respectful and focused work environment.

## 6.9 Off-Duty Use of Employer Property or Premises

You may not use Colorado City Metropolitan District property for personal use during working time. You are responsible for returning Organization property in good condition and repairing or replacing any property damaged as the result of personal use or as the result of negligence. This includes use of copy machines, computers, Organization products, or office supplies for personal use without prior authorization.

It is Organization policy to control off duty and nonworking hour use of Organization facilities either for business or personal reasons. You are prohibited from using Organization facilities during off duty or nonworking hours without the written consent of your Department Head.

## 6.10 Payroll Advances and Loans

Colorado City Metropolitan District does not make payroll advances or loans.

## **6.11 Personal Appearance**

Your personal appearance reflects on the reputation, integrity, and public image of Colorado City Metropolitan District. All employees are required to report to work neatly groomed and dressed. You are expected to maintain personal hygiene habits that are generally accepted in the community, including clean clothing, good grooming and personal hygiene, and appropriate attire for the workplace and the work being performed. This may include wearing uniforms or protective safety clothing and equipment, depending upon the job. Use common sense and good judgment in determining what to wear to work.

Fragrant products, including but not limited to perfumes, colognes, and scented body lotions or hair products, should be used in moderation out of concern for others with sensitivities or allergies.

The Organization, in accordance with applicable law, will reasonably accommodate employees with disabilities or religious beliefs that make it difficult for them to comply fully with the personal appearance policy unless doing so would impose an undue hardship on the Organization. Contact your Department Head to request a reasonable accommodation.

Failure to comply with the personal appearance standards may result in being sent home to groom or change clothes. Frequent violations may result in disciplinary action, up to and including termination of employment.

## **6.12 Personal Cell Phone/Mobile Device Use**

While Colorado City Metropolitan District permits employees to bring personal cell phones and other mobile devices (i.e. smart phones, tablets, laptops) into the workplace, you must not allow the use of such devices to interfere with your job duties or impact workplace safety and health.

Use of personal cell phones and mobile devices at work can be distracting and disruptive and cause a loss of productivity. Thus, you should primarily use such personal devices during nonworking time, such as breaks and meal periods. During this time, use devices in a manner that is courteous to those around you. Outside of nonworking time, use of such devices should be minimal and limited to emergency use only. If you have a device that has a camera and/or audio/video recording capability, you are restricted from using those functions on Organization property unless authorized in advance by management or when they are used in a manner consistent with your right to engage in concerted activity under section 7 of the National Labor Relations Act (NLRA).

You are expected to comply with Organization policies regarding the protection of confidential and proprietary information when using personal devices.

While operating a vehicle on work time, the Organization requires that the driver's personal cell phone/mobile device be turned off. If you need to make or receive a phone call while driving, pull off the road to a safe location unless you have the correct hands-free equipment for the device that is in compliance with applicable state laws.

You may connect your personal device to the Organization network or to Organization equipment (computers, printers, etc.).

You may have the opportunity to use your personal devices for work purposes. Before using a personal device for work-related purposes, you must obtain written authorization from management. The use of personal devices is limited to certain employees and may be limited based on compatibility of technology. To ensure the security of Organization information, if you are authorized to use a personal device, you will receive a monthly stipend based on the estimated use of the device. If you obtain or currently have a plan that exceeds the monthly stipend, the Organization will not be liable for the cost difference.

Nothing in this policy is intended to prevent employees from engaging in protected concerted activity under the NLRA.

You will be subject to disciplinary action up to and including termination of employment for violation of this policy.

## 6.13 Personal Data Changes

It is your obligation to provide Colorado City Metropolitan District with your current contact information, including current mailing address and telephone number. You should also inform the Organization of any changes to your tax withholding status. Failure to do so may result in loss of benefits or delayed receipt of W-2 and other mailings. To make changes to this information, contact Payroll or the appropriate department, or person.

## 6.14 Security

All employees are responsible for helping to make Colorado City Metropolitan District a secure work environment. Upon leaving work, lock all desks, lockers, and doors protecting valuable or sensitive material in your work area and report any lost or stolen keys, passes, or similar devices to your Department Head immediately. Refrain from discussing specifics regarding Organization security systems, alarms, passwords, etc. with those outside of the Organization.

Immediately advise your Department Head of any known or potential security risks and/or suspicious conduct of employees, customers, or guests of the Organization. Safety and security is the responsibility of all employees and we rely on you to help us keep our premises secure.

## 6.15 Social Media

Colorado City Metropolitan District acknowledges that social media has become an integral part of modern life that provides us with unique opportunities to communicate and share information with others. However, we also want to educate employees that their social media use can:

- Pose risks to the Organization's confidential and proprietary information, reputation, and brand;
- Expose the Organization to discrimination, harassment, and other claims; and
- Jeopardize the Organization's compliance with business rules and laws.

To minimize legal risks, avoid loss of productivity and distraction, and ensure that the Organization's IT resources and communications systems are used appropriately, all employees must abide by the following policy regarding social media use.

### Social Media

For purposes of this policy, **social media** refers to any means of posting content on the internet, including personal websites, social networking sites, blogs, chat rooms, and other online platforms, whether affiliated with the Organization or not.

### Use Good Judgment

While the Organization respects your right to personal expression, you should assume that anything you do on social media—whether on a business or personal account—could be viewed by a colleague, supervisor, partner, supplier, competitor, investor, customer, or potential customer. As such, any social media activity, even from your personal account, reflects on the Organization as well as on yourself. It is important to remember that anyone can see what you post (or what you posted five years ago).

### Guidelines for Posting on Social Media

When posting:

- Protect trade secrets, intellectual property, and confidential information related to the Organization.
- Do not make statements that are maliciously false or defamatory or would constitute unlawful harassment or discrimination.
- Do not make express or implied threats of violence.

- Avoid linking personal accounts to the Organization as an official source.
- Respect copyright, trademark, and third-party rights.
- Do not use the Organization's email addresses to register on social media platforms for personal use.
- If you identify yourself as an employee of Colorado City Metropolitan District on your personal account and are posting about the Organization, make it clear that your views are your own and that you are not speaking on behalf of the Organization.

## **Using Social Media at Work**

Do not use social media while on your work time, unless it is work related as authorized by your Department Head or consistent with policies that cover equipment owned by the Organization.

## **Media Contacts**

If you are not authorized to speak on behalf of the Organization, do not speak to the media on behalf of the Organization. Direct all media inquiries for official Organization responses to the District Manager.

## **Retaliation**

Retaliation against those reporting policy violations or cooperating in investigations is prohibited. Retaliatory actions may lead to disciplinary measures.

## **Violations**

Violations of this policy may result in discipline, up to and including termination.

This policy does not limit employees rights to discuss wages, hours, or other terms and conditions of employment. All employees have the right to engage in or refrain from such activities.

## **6.16 Suggestion Policy**

At Colorado City Metropolitan District, we welcome suggestions for continued improvement and welcome your ideas for better ways to do your job, produce or sell the products or services of our Organization, or meet customer and client needs. Discuss your ideas with your Department Head or another member of the management team.

We also encourage you to offer any suggestions derived from seminars, magazines, or other outside sources of information you believe would add value to the Organization.

Understand that any suggestions, innovations, inventions, or other matter created by you on work time or with Organization tools or property are considered to be the property of the Organization.

## **6.17 Third Party Disclosures**

From time to time, Colorado City Metropolitan District may become involved in news stories or potential or actual legal proceedings of various kinds. When that happens, lawyers, former employees, newspapers, law enforcement agencies, and other outside persons may contact our employees to obtain information about the incident or the actual or potential lawsuit.

If you receive such a contact, you should not speak on behalf of the Organization and should refer any call requesting the position of the Organization to District Manager. If you have any questions about this policy or are not certain what to do when such a contact is made, contact District Manager

## 6.18 Use of Company Technology

This policy is intended to provide Colorado City Metropolitan District employees with the guidelines associated with the use of the Organization information technology (IT) resources and communications systems.

This policy governs the use of all IT resources and communications systems owned by or available at the Organization, and all use of such resources and systems when accessed using your own devices, including but not limited to:

- Email systems and accounts.
- Internet and intranet access.
- Telephones and voicemail systems, including wired and mobile phones, smartphones, and pagers.
- Printers, photocopiers, and scanners.
- Fax machines, e-fax systems, and modems.
- All other associated computer, network, and communications systems, hardware, peripherals, and software, including network key fobs and other devices.
- Closed-circuit television (CCTV) and all other physical security systems and devices, including access key cards and fobs

### General Provisions

Organization IT resources and communications systems are to be used for business purposes only unless otherwise permitted under applicable law.

All content maintained in Organization IT resources and communications systems are the property of the Organization. Therefore, employees should have no expectation of privacy in any message, file, data, document, facsimile, telephone conversation, social media post, conversation, or any other kind or form of information or communication transmitted to, received, or printed from, or stored or recorded on Organization electronic information and communications systems.

The Organization reserves the right to monitor, intercept, and/or review all data transmitted, received, or downloaded over Organization IT resources and communications systems in accordance with applicable law. Any individual who is given access to the system is hereby given notice that the Organization will exercise this right periodically, without prior notice and without prior consent.

The interests of the Organization in monitoring and intercepting data include, but are not limited to: protection of Organization trade secrets, proprietary information, and similar confidential commercially-sensitive information (i.e. financial or sales records/reports, marketing or business strategies/plans, product development, customer lists, patents, trademarks, etc.); managing the use of the computer system; and/or assisting employees in the management of electronic data during periods of absence.

You should not interpret the use of password protection as creating a right or expectation of privacy, nor should you have a right or expectation of privacy regarding the receipt, transmission, or storage of data on Organization IT resources and communications systems.

Do not use Organization IT resources and communications systems for any matter that you would like to be kept private or confidential.

### Violations

If you violate this policy, you will be subject to corrective action, up to and including termination of employment. If necessary, the Organization will also advise law enforcement officials of any illegal conduct.

## 6.19 Use of Employer Vehicles

Company vehicles are to be used for Colorado City Metropolitan District business only. Unless the use of the vehicle has been approved for personal use, personal or outside business use is strictly prohibited.

If you drive a Organization vehicle, all infractions or violations while driving the vehicle and all restrictions, suspensions, or revocations against your driver's license must be immediately reported to your Department Head.

When a Organization vehicle cannot be operated, is unsafe for use, or has been damaged, notify your Department Head immediately.

As the driver of a Organization vehicle, you are responsible for the vehicle while in your charge and must not permit unauthorized persons to drive it. You are also responsible for the daily housekeeping of the vehicle; it is to remain clean and uncluttered.

You may not operate a motor vehicle while under the influence of alcohol or a chemical substance or other substance that can impair judgment. You may not operate a motor vehicle while texting, emailing, or otherwise using a cell phone or other handheld device without utilizing a hands-free device.

Multiple driving moving violations that appear on the annual state department of motor vehicle check will result in suspension of rights to drive a Organization vehicle or drive a personal vehicle on Organization business. Suspension of rights will continue until one year has passed with no infractions. If there are persistent and ongoing problems with driving infractions, and driving a vehicle is a part of successful execution of job responsibilities, you may be terminated.

## 6.20 Workplace Privacy and Right to Inspect

Colorado City Metropolitan District property, including but not limited to lockers, phones, computers, tablets, desks, work place areas, vehicles, or machinery, remains under the control of the Organization and is subject to inspection at any time, without notice to any employees, and without their presence.

You should have no expectation of privacy in any of these areas. We assume no responsibility for the loss of, or damage to, your property maintained on Organization premises including that kept in lockers and desks.

## 7.0 Benefits

### 7.1 Bereavement Leave

Colorado City Metropolitan District recognizes the importance of taking leave when there is a death in the family. Where bereavement leave is not required by law, the Organization will provide bereavement leave as follows:

All full-time employees are eligible for 5 days of paid bereavement leave for the death of an immediate family member.

You may use accrued but unused vacation/sick leave/paid time off if additional time is needed. Additional unpaid time off may be granted at the discretion of the Organization on a case-by-case basis.

For purposes of this policy, **immediate family member** includes the following and applies both to the family of the employee and the employee's spouse:

For purposes of this policy, and employee's "immediate family" includes his or her spouse, civil union partner, children, parents, grandparents, grandchildren or siblings, and the parents, siblings or children of the employee's spouse or civil union partner.

You must provide notice of your need for bereavement leave as far in advance as possible. The Organization may require documentation supporting your need for bereavement leave.

## **7.2 COBRA**

The Consolidated Omnibus Budget Reconciliation Act (COBRA) provides the opportunity for eligible Colorado City Metropolitan District employees and their beneficiaries to continue health insurance coverage under the Organization health plan when a "qualifying event" could result in the loss of eligibility. Qualifying events include resignation, termination of employment, death of an employee, reduction in hours, a leave of absence, divorce or legal separation, entitlement to Medicare, or where a dependent child no longer meets eligibility requirements.

Contact District Manager or Finance Manager to learn more about your COBRA rights.

## **7.3 Continuing Education and Tuition Assistance**

We believe in the continuing education of our employees. If Colorado City Metropolitan District sends you to a class or training program during normal working hours related to your employment and you are nonexempt, you will be paid training pay for that time. If you are interested in attending an outside class and having the Organization pay for your attendance, you are required to provide advance written notice describing the class, including the subject matter, length, and cost. Depending on the type of training, the Organization may reimburse some or all of the fees, including materials expenses, meals, and transportation. If your District Manager approves of your attendance at a class that is not sponsored by the Organization, you will be reimbursed once you have attended and paid for the class.

It is ordinarily each employee's responsibility to maintain state-mandated certificates or credentials necessary to the employee's job.

## **7.4 Dental Insurance**

All regular full-time employees who have completed the plan's defined waiting period at Colorado City Metropolitan District are eligible for the Organization dental plan. Dental plan benefits are described in detail in the Summary Plan Description (SPD).

## **7.5 Employer-Sponsored Disability Benefits**

Colorado City Metropolitan District offers the following employer-sponsored disability insurance benefits to eligible employees, after the plan's defined waiting period, when they miss work due to non-work-related disabilities.

### **Short-Term Disability Insurance**

Short-term disability insurance generally pays a weekly benefit if you cannot work because of a covered illness or injury. The benefit replaces a portion of your weekly income, providing funds directly to you to help pay your bills and living expenses. Check your plan documents for details about benefit payments and duration.

### **Long-Term Disability Insurance**

Long-term disability insurance generally pays a monthly benefit to you if you cannot work because of a covered illness or injury. The benefit replaces a portion of your income, thus helping to meet your financial commitment in a time of need. Check your plan documents for details about benefit payments and duration.

The terms and conditions for the disability insurance program are outlined in the Summary Plan Description (SPD). Contact District Manager or Finance Manager for a copy of the plan provisions, required forms, and additional information about these benefits.

## **7.6 Federal Jury Duty Leave**

Colorado City Metropolitan District encourages employees to fulfill their civic duties related to federal jury duty service. If you are summoned for federal jury duty, notify your District Manager as soon as possible to make scheduling arrangements.

Time spent for federal jury duty service is unpaid; however, if you are classified as exempt, you will not incur any deduction in pay for a partial week's absence due to jury duty. You may opt to use PTO/vacation in place of unpaid leave.

The Organization will not discriminate or retaliate against employees for missing work due to federal jury service. Upon return to work, you will be reinstated to your prior position without loss of seniority and will be treated as if you have been on a leave of absence or furlough.

## **7.7 Flexible Spending Account (FSA)**

Colorado City Metropolitan District provides flexible spending account (FSA) benefits for eligible employees after the plan's defined waiting period. FSAs provide tax-free reimbursement to employees for healthcare expenses that are not reimbursed by any other insurance or reimbursement program.

A healthcare FSA provides eligible employees the opportunity to pay for medical expenses, on a pre-tax basis, that are not reimbursed by an insurance plan. Both the amount you contribute and the amount you are reimbursed from your healthcare FSA are income tax free.

If eligible, you may elect an annual amount to contribute, which will be divided and deducted from your pay each pay period and may be used to pay for eligible expenses. Annual elections are limited by established plan maximums and are subject to applicable IRS forfeiture and rollover provisions. Eligibility and specific plan information is contained in the Summary Plan Description (SPD).

Contact District Manager/Finance Manager for a copy of the plan summary and for questions about this benefit.

## **7.8 Health Insurance**

Colorado City Metropolitan District offers group health insurance benefits to all eligible employees and their eligible dependents after the plan's defined waiting period. Health insurance benefits are described in detail in the Summary Plan Description (SPD), which may be obtained from District Manager or Finance Manager.

Your group health benefits are paid in part by the Organization. The remainder of the costs are paid by you through deductions from your paycheck.

Benefits may be canceled or changed at the discretion of the Organization, unless otherwise prohibited by law.

If you or a dependent become ineligible for benefits due to a change in work hours or through a life event, or you leave employment with the Organization, you may have the right to continue your health benefits under federal or state law. In such event, the Organization will provide you with information about your rights to continue your benefits coverage.



## **7.9 Holidays**

Colorado City Metropolitan District offers the following paid holidays each year:

- New Year's Day (January 1)
- Martin Luther King Day (third Monday in January)
- President's Day (third Monday in February)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Colorado Day Aug 1
- Columbus Day (second Monday in October)
- Veterans' Day (Nov 11)
- Thanksgiving Day (fourth Thursday and Friday in November)
- Christmas Day and the day following if Christmas is on a Thursday (December 25)

When a holiday falls on a Saturday, it will be observed the preceding Friday. Holidays falling on a Sunday will be observed the following Monday.

If a holiday falls on your regular day off, ask your Department Head how it affects you.

You will be compensated for holidays in accordance with federal and state law.

## **7.10 Life Insurance**

Colorado City Metropolitan District provides life insurance to all eligible employees after the plan's defined waiting period. You will be required to notify the District Manager/Finance Manager of your intended beneficiary. Refer to the Summary Plan Description (SPD) for details about the benefit.

## **7.11 Military Leave (USERRA)**

Colorado City Metropolitan District complies with applicable federal and state law regarding military leave and re-employment rights. A military leave of absence will be granted to members of the uniformed services in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA, with amendments) and all applicable state law. You must submit documentation of the need for leave to your District Manager or Finance Manager. When returning from military leave of absence, you will be reinstated to your previous position or a similar position, in accordance with state and federal law. You must notify your District Manager or Finance Manager of your intent to return to employment based on requirements of the law. For more information regarding status, compensation, benefits, and reinstatement upon return from military leave, contact your District Manager or Finance Manager.

## **7.12 Paid Time Off (PTO)**

Colorado City Metropolitan District provides employees with paid time off (PTO). PTO may be used for any reason.

### **Eligibility**

All full-time regular employees are eligible to receive PTO immediately upon hire.

### **Deposits Into Your Leave Account**

All eligible employees will accrue 16 hours of PTO for the first pay period worked, and the first pay period of each calendar year worked, up to a maximum accrual of 16 hours annually.

Once you reach the maximum accrual amount, you will not accrue any additional PTO until you use some of the accrued but unused PTO and the amount falls below the maximum accrual amount. You will not receive retroactive credit for any period of time in which you did not accrue PTO because you accrued the maximum amount.

## **Leave Usage and Requests for Leave**

The Organization encourages you to use your PTO time. You are eligible to begin using PTO as soon as it is received.

You must request PTO from your Department Head as far in advance as possible, but at least 1 hour in advance. The Organization will generally grant requests for PTO when possible, taking business needs into consideration.

You must take PTO in increments of at least 1 hour.

## **During a Leave of Absence**

The Organization may require you to use any unused PTO during disability or family medical leave, or any other leave of absence, where permissible under local, state, or federal law.

You will not accrue PTO during unpaid leaves of absence or other periods of inactive service, unless PTO accrual is required by applicable federal, state, or local law.

## **Carryover**

Unused PTO can be carried over to the following calendar year. The Organization may elect to offer payment for the unused time on or about the beginning of the following calendar year.

## **Separation of Employment**

Upon separation of employment for any reason, you will be paid for earned but unused PTO time.

## **7.13 Retirement Benefits**

The District offers a retirement plans in which all regularly employed, full-time employees must participate. Information concerning specific details of the retirement plan is available from the Finance Manager and/or District Manager.

## **7.14 Vacation**

Colorado City Metropolitan District provides employees with paid vacation.

### **Eligibility**

All employees are eligible to receive vacation time immediately upon hire.

### **Deposits Into Your Leave Account**

Vacation is calculated according to your work anniversary year.

- Immediately upon hire, all eligible employees will accrue .038 hours of vacation for every hour worked, up to a maximum accrual of 80 hours.

- Second, third, fourth, and fifth years of employment, all eligible employees will accrue .038 hours of vacation for every hour worked, up to a maximum accrual of 80 hours.
- Sixth and all years thereafter of employment, all eligible employees will accrue .057 hours of vacation for every hour worked, up to a maximum accrual of 120 hours.

Once you reach the maximum accrual amount, you will not accrue any additional vacation until you use some of the accrued but unused vacation and the amount falls below the maximum accrual amount. You will not receive retroactive credit for any period of time in which you did not accrue vacation because you accrued the maximum amount.

## **Leave Usage and Requests for Leave**

The Organization encourages you to use your vacation time. You are eligible to begin using vacation as soon as it is received.

You must request vacation from your Department Head as far in advance as possible, but at least 8 hours in advance. The Organization will generally grant requests for vacation when possible, taking business needs into consideration.

You must take vacation in increments of at least 1 hour.

## **During a Leave of Absence**

The Organization may require you to use any unused vacation during disability or family medical leave, or any other leave of absence, where permissible under local, state, or federal law.

You will not accrue vacation during unpaid leaves of absence or other periods of inactive service, unless vacation accrual is required by applicable federal, state, or local law.

## **Carryover**

Unused vacation can be carried over to the following year on or about your anniversary date.

## **Separation of Employment**

Upon separation of employment for any reason, you will be paid for earned but unused vacation time.

## **7.15 Workers' Compensation Insurance**

Workers' compensation is a no-fault system designed to provide benefits to all employees for work-related injuries. Workers' compensation insurance coverage is paid for by employers and governed by state law. The workers' compensation system provides for coverage of medical treatment and expenses, occupational disability leave, and rehabilitation services, as well as payment for lost wages due to work related injuries. If you are injured on the job while working at Colorado City Metropolitan District, no matter how slightly, you are to report the incident immediately to your Department Head. Consistent with applicable state law, failure to report an injury within a reasonable period of time could jeopardize your claim for benefits.

To receive workers' compensation benefits, notify your Department Head immediately of your claim. If your injury is the result of an on-the-job accident, you must fill out an accident report. You will be required to submit a medical release before you can return to work.

## **8.0 Safety and Loss Prevention**

### **8.1 Business Closure and Emergencies**

Colorado City Metropolitan District recognizes that inclement weather and other emergencies may affect your ability to get to work. In such situations, your safety is paramount. Some company positions may require those employees to report to work if they are considered essential employees in emergency situations.

#### **Company Closure**

Examples of emergencies when the Organization may close include, but are not limited to, power outages, blizzard conditions, other local, state, and federal designated emergencies, etc.

#### **Notification**

In an emergency, the Organization will make every effort to notify you of the closing by phone and or email. These notification efforts assume that you have access to electricity and internet and/or phone service.

When the Organization is unable to notify you of the closure, use common sense to assess the safety and practicality of the situation. In a regional power outage, for example, the Organization is likely to have no power. If there is reported flash flooding in your area, report to work only if you can make it safely.

#### **Partial-Day Closure**

If an emergency event such as inclement weather or a power outage occurs, the Organization may decide to close mid-day. When the Organization closes mid-day, you will be instructed to leave immediately so that the conditions do not further deteriorate and affect your ability to travel safely.

If you are exempt and are working at home with prior permission, or at the office on the day of the partial day closure, you will be paid your normal salary for the week. If you are nonexempt, you will be paid for the hours you worked, unless state law dictates otherwise.

#### **Notified of Closure Prior to Reporting to Work**

If you are nonexempt and are notified of a closure prior to reporting to work, you will not be paid during the closure, unless state law dictates otherwise. If you are exempt, you will be paid your normal salary for the week.

#### **Benefits Coverage**

Your health insurance coverage will be maintained by the Organization during the closure on the same basis as if you were still working.

#### **Extending Leave**

When the Organization closure ends, you are expected to report to work. Contact your Department Head if you cannot return to work at the end of the closure. The Organization recognizes that you may need additional time off to repair extensive home damage or for other emergency situations. These will be assessed on a case-by-case basis.

#### **If You Cannot Get to Work**

Unique circumstances may affect your ability to come to work even when the Organization is able to remain open. The Organization recognizes that in a severe national or regional disaster, all methods of

communication may be unavailable; however, you should continue to try and contact your Department Head, by any method possible.

Time missed under circumstances where the Organization remains open and you are unable to report to work is to be used as vacation time, personal time, or is unpaid.

## **8.2 Drug and Alcohol Policy**

Colorado City Metropolitan District is committed to providing a safe, healthy, and productive work environment. Consistent with this commitment, it is the intent of the Organization to maintain a drug and alcohol-free workplace. Being under the influence of alcohol, illegal drugs (as classified under federal, state, or local laws), or other impairing substances while on the job may pose a serious health and safety risk to others, and will not be tolerated.

### **Prohibited Conduct**

The Organization expressly prohibits employees from engaging in the following activities when they are on duty or conducting Organization business or on Organization premises (whether or not they are working):

- The use, abuse, or being under the influence of alcohol, illegal drugs, or other impairing substances.
- The possession, sale, purchase, transfer, or transit of any illegal or unauthorized drug, including prescription medication that is not prescribed to the individual, or drug-related paraphernalia.
- The illegal use or abuse of prescription drugs.

While the use of marijuana has been legalized under some state laws for medicinal and/or recreational uses, it remains an illegal drug under federal law. The Organization does not discriminate against employees solely on the basis of their lawful off-duty use of marijuana. You may not consume or be under the influence of marijuana while on duty or at work. If you have a valid prescription for medical marijuana, refer to the Organization Disability Accommodation policy for additional information.

Nothing in this policy is meant to prohibit your appropriate use of over-the-counter medication or other medication that can legally be prescribed under both federal and state law, if it does not impair your job performance or safety or the safety of others. If you take over-the-counter medication or other medication that can legally be prescribed under both federal and state law to treat a disability, inform your Department Head if you believe the medication may impair your job performance, safety, or the safety of others or if you believe you need a reasonable accommodation before reporting to work while under the influence of that medication.

### **Employer-Sponsored Events**

From time to time, the Organization may sponsor social or business-related events where alcohol may be served. This policy does not prohibit the use or consumption of alcohol at these events. However, if you choose to consume alcohol at such events, you must do so responsibly and maintain your obligation to conduct yourself properly and professionally at all times.

### **Violations**

Violation of this policy may result in disciplinary action, up to and including termination of employment.

## **8.3 Drug-Free Workplace**

### **Drug-Free Workplace Act**

As a federal contractor, Colorado City Metropolitan District must comply with the requirements of the Drug-Free Workplace Act of 1988, which is a part of Public Law 100-690, Anti-Drug Abuse Act of 1988. The

federal Drug-Free Workplace Act of 1988 (§ 5152) covers grants and contracts for the procurement of any service with a value of \$25,000 or more.

To comply with the act, federal agency contractors and federal grant recipients must provide a drug-free workplace. These federal contractors and grant recipients will:

- Publish a statement prohibiting the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs in the workplace and specify the actions that will be taken against employees for violations.
- Distribute a copy of the policy statement to employees engaged in the performance of a federal grant or contract.
- Notify employees that compliance with the policy is a condition of employment on such grant or contract and that employees must abide by the terms of the policy statement. The policy statement includes the requirement that employees notify the Organization of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
- Notify the granting or contracting agency within 10 days after learning of a criminal drug statute conviction.
- Impose a sanction as required under this act on employees who are so convicted.
- Establish a program of drug-free awareness, informing employees about the organization's policy of maintaining a drug-free workplace, the penalties that may be imposed upon employees for drug-abuse violations, the dangers of drug abuse in the workplace, and any available drug counseling, rehabilitation, and assistance programs.
- Make a good faith effort to continue to maintain a drug-free workplace through implementation of these requirements.

## **Americans with Disabilities Act**

In addition to complying with the federal Drug-Free Workplace Act of 1988, the Organization must comply with the requirements of the Americans with Disabilities Act of 1990 (ADA). Individuals who currently use drugs illegally are not individuals with disabilities protected under the ADA when an employer takes action because of their continued use of drugs. This includes people who use prescription drugs illegally as well as those who use illegal drugs. However, people who have been rehabilitated and do not currently use drugs illegally, or who are in the process of completing a rehabilitation program, may be protected by the ADA.

## **Drug-Free Workplace Policy**

The Organization, in compliance with the federal Drug-Free Workplace Act of 1988, has adopted the following policy that must be adhered to as a condition of employment:

- The unlawful use, possession, manufacture, dispensation, or distribution of controlled substances in all work locations is prohibited.
- Any employees convicted of a criminal drug statute violation occurring in the workplace must notify their Department Head of the conviction within five days after the conviction. As required by the federal Drug-Free Workplace Act of 1988, the Organization must inform contracting or granting agencies of such convictions within 10 days after receiving notification or otherwise receiving notice of a conviction.
- Upon receiving such notification, the Organization, in conjunction with the location concerned, will take all steps necessary to assure the proper conduct of sponsored projects and programs. If a decision is reached to allow the affected individual to continue employment with the Organization, the individual must participate in and satisfactorily complete an approved drug abuse assistance or rehabilitation program.

The Organization will evaluate its obligations in accordance with state and other applicable laws where required, on a case by case basis.

## **8.4 General Safety**

It is the responsibility of all Colorado City Metropolitan District employees to maintain a healthy and safe work environment, report any health or safety hazards, and follow the Organization health and safety rules. Failure to do so may result in disciplinary action, up to and including termination of employment.

### **Safety Rules**

The District has safety rules with which employees are expected to comply. These rules are not exclusive; employees are expected to do their jobs in a reasonable and safe manner whether or not specific safety rules apply. It is the responsibility of each employee to read and understand all District safety rules. Disobeying a safety rule may result in disciplinary action up to and including discharge.

### **Reporting Accidents/Worker's Compensation**

Any employment-related accident involving any injury or property damage whatsoever must be reported to the immediate supervisor of each employee involved in or witnessing the accident. Such report shall be made at the earliest practicable time. Failure to report promptly any accident involving injury or property damage may result in disciplinary action up to and including discharge.

Employees are covered for employment-related injury or illness by the Colorado Worker's Compensation Act. Under the Act an employee may receive benefits for missing work as result of an employment-related injury or illness. Delay in reporting a work-related injury or illness may result in a loss of benefits under the Act.

### **Maintenance/Housekeeping**

Each employee is responsible for the condition of equipment used on the job. Equipment which is damaged, worn, or in need of maintenance should be reported to appropriate personnel. Employees should direct any concerns regarding the use of equipment to their immediate supervisors.

Cleanliness and orderliness are important to the operation of the District. Employees are responsible for keeping their work areas clean and orderly. The District reserves the right to restrict the placement of pictures or posters on walls within District premises.

## **8.5 Workplace Tobacco Usage**

Colorado City Metropolitan District is concerned about the detrimental effects of smoking and secondhand smoke inhalation. Smoking (including the use of electronic vaping products such as e-cigarettes) is prohibited in the following:

- Organization offices.
- Organization public areas.
- Restrooms.
- Areas where signs are posted prohibiting smoking.
- Other areas defined by the employer.

The Organization will not discriminate against employees based on their off-premises, off-duty tobacco usage.

## **8.6 Workplace Violence**

As the safety and security of our employees, vendors, contractors, and the general public is in the best interests of Colorado City Metropolitan District, we are committed to working with our employees to provide a work environment free from violence, intimidation, and other disruptive behavior.

### **Zero Tolerance Policy**

The Organization has a zero tolerance policy regarding workplace violence and will not tolerate acts or threats of violence, harassment, intimidation, and other disruptive behavior, either physical or verbal, that occurs in the workplace or other areas. This applies to management, co-workers, employees, and non-employees such as contractors, customers, and visitors.

Workplace violence can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm, damage to property, or any intentional behavior that may cause a person to feel threatened.

### **Prohibited Conduct**

Prohibited conduct includes, but is not limited to:

- Physically injuring another person.
- Threatening to injure a person or damage property by any means, including verbal, written, direct, indirect, or electronic means.
- Taking any action to place a person in reasonable fear of imminent harm or offensive contact.
- Possessing, brandishing, or using a firearm on Organization property or while performing Organization business except as permitted by state law.
- Violating a restraining order, order of protection, injunction against harassment, or other court order.

### **Reporting Incidents of Violence**

Report to your Department Head, Finance Manager, or District Manager, in accordance with this policy, any behavior that compromises our ability to maintain a safe work environment. All reports will be investigated immediately and kept confidential, except where there is a legitimate need to know. You are expected to cooperate in any investigation of workplace violence.

### **Violations**

Violating this policy may subject you to criminal charges as well as discipline up to and including immediate termination of employment.

### **Retaliation**

Victims and witnesses of workplace violence will not be retaliated against in any manner. In addition, you will not be subject to discipline for, based on a reasonable belief, reporting a threat or for cooperating in an investigation.

If you initiate, participate, are involved in retaliation, or obstruct an investigation into conduct prohibited by this policy, you will be subject to discipline up to and including termination.

If you believe you have been wrongfully retaliated against, immediately report the matter to your Supervisor or appropriate department.



## **9.0 Trade Secrets and Inventions**

### **9.1 Confidentiality and Nondisclosure of Trade Secrets**

As a condition of employment, Colorado City Metropolitan District employees are required to protect the confidentiality of Organization trade secrets, proprietary information, and confidential commercially-sensitive information (i.e. financial or sales records/reports, marketing or business strategies/plans, product development, customer lists, patents, trademarks, etc.) related to the Organization. Access to this information should be limited to a "need to know" basis and should not be used for personal benefit, disclosed, or released without prior authorization from management.

If you have information that leads you to suspect that employees are sharing such information in violation of this policy and/or competitors are obtaining such information, you are required to inform your Department Head or appropriate department.

Violation of this policy may result in disciplinary action up to and including termination, and may subject the violator to civil liability.

## **10.0 Customer Relations**

### **10.1 Customer, Client, and Visitor Relations**

Colorado City Metropolitan District strives to provide the best products and services possible to our customers and clients. Our customers and clients support this business and generate your wages. You are expected to treat every customer, client, or visitor with the utmost respect and courtesy during your working time. You should never argue or act in a disrespectful manner towards a visitor or customer during your working time. If you are having problems with a customer, client, or visitor, notify your Department Head immediately. If a customer, client, or visitor voices a suggestion, complaint, or concern regarding our products or services, inform your Department Head or a member of management. Lastly, make every effort to be prompt in following up on customer, client, or visitor orders or questions. Positive customer, client, and visitor relations will go a long way to establishing our Organization as a leader in its field.

### **10.2 Products and Services Knowledge**

As a representative of Colorado City Metropolitan District, you are expected to be familiar with the products and services we offer. Take every opportunity to learn the interrelationship between your department or division and the others of the Organization. We consider our employees to be the best reflection of our business brand and company success.

# Colorado Policies

## Hiring and Orientation Policies

### EEO Statement and Nonharassment Policy

#### Equal Opportunity Statement

Colorado City Metropolitan District is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation because of an individual's membership, or perceived membership, in a protected class. For purposes of this policy, protected classes include: age (40 or older), sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related conditions), race (including hair texture, hair type, hair length, or a protective hairstyle commonly or historically associated with race, such as braids, locs, twists, tight coils or curls, cornrows, Bantu knots, Afros, and headwraps), national origin, disability, creed, religion, genetic information, ancestry, marital status, military or veteran status, or any other status protected by federal, state, or local laws. The Organization is dedicated to the fulfillment of this policy in regard to all aspects of employment, including, but not limited to, recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.

The Organization will conduct a prompt and thorough investigation of all allegations of discrimination, harassment, or retaliation, or any violation of the Equal Employment Opportunity Policy in a confidential manner. The Organization will take appropriate corrective action, if and where warranted. The Organization prohibits retaliation against employees who provide information about, complain about, or assist in the investigation of any complaint of discrimination or violation of the Equal Employment Opportunity Policy.

We are all responsible for upholding this policy. You may discuss questions regarding equal employment opportunity with your Department Head or any other designated member of management.

#### Policy Against Workplace Harassment

Colorado City Metropolitan District has a strict policy against all types of workplace harassment, including sexual harassment. Harassment means to engage in any unwelcome physical or verbal conduct or any written, pictorial, or visual communication directed at an individual or group of individuals because of that individual's or group's membership, or perceived membership, in a protected class where such conduct or communication is subjectively offensive to the individual or group alleging harassment and is objectively offensive to a reasonable individual who is a member of the same protected class. The conduct or communication need not be severe or pervasive to constitute discrimination if:

- Submission to the conduct or communication is explicitly or implicitly made a term or condition of the individual's employment;
- Submission to, objection to, or rejection of the conduct or communication is used as a basis for employment decisions affecting the individual; or
- The conduct or communication has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, or offensive work environment.

While it is not possible to list all the circumstances that may constitute workplace harassment, the following are some examples of conduct that may constitute workplace harassment:

- The use of disparaging or abusive words or phrases, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to the above protected categories;

- Written or graphic material that insults, stereotypes, or shows aversion or hostility toward an individual or group because of one of the above protected categories and that is placed on walls, bulletin boards, or elsewhere on our premises, in emails or voicemails, or otherwise circulated in the workplace; and
- A display of symbols, slogans, or items that are associated with hate or intolerance toward any select group.

Prohibited harassment includes sexual harassment. The following are some examples of conduct that may constitute sexual harassment:

- Unwelcome requests for sexual favors;
- Lewd or derogatory comments or jokes;
- Comments regarding sexual behavior or another person's body;
- Sexual innuendo and other vocal activity such as catcalls or whistles;
- Obscene letters, notes, emails, invitations, photographs, cartoons, articles, or other written or pictorial materials of a sexual nature;
- Repeated requests for dates after being informed that interest is unwelcome;
- Retaliating against another for refusing a sexual advance or reporting an incident of possible sexual harassment to the Organization or any government agency;
- Offering or providing favors or employment benefits such as promotions, favorable evaluations, favorable assigned duties or shifts, etc., in exchange for sexual favors; and
- Any unwanted physical touching or assaults, or blocking or impeding movements.

## **Reporting Discrimination and Harassment**

If you feel that you have witnessed or have been subjected to any form of discrimination or harassment, immediately notify James Eccher District Manager 719-569-5816 [colocitymanager@ghvalley.net](mailto:colocitymanager@ghvalley.net) or any Board Member of Colorado City Metropolitan District.

We will promptly and thoroughly investigate any claim and take appropriate action where we find a claim has merit. To the extent possible, we will retain the confidentiality of those who report suspected or alleged violations of the harassment policy.

Discipline for violation of this policy may include, but is not limited to, reprimand, suspension, demotion, transfer, and discharge. If the Organization determines that harassment or discrimination occurred, corrective action will be taken to effectively end the harassment. As necessary, the Organization may monitor any incident of harassment or discrimination to assure the inappropriate behavior has stopped. In all cases, the Organization will follow up as necessary to ensure that no individual is retaliated against for making a complaint or cooperating with an investigation.

## **Wage and Hour Policies**

### **Accommodations for Nursing Mothers**

Colorado City Metropolitan District will provide nursing mothers reasonable break time to express milk for their infant child for up to two years following the child's birth.

If you are nursing, the Organization will provide you a private room or other location in close proximity to the work area, other than a restroom, to express milk. The room or location will be shielded from view and free from intrusion from coworkers and the public.

Expressed milk can be stored in company refrigerators. Sufficiently mark or label your milk to avoid confusion for other employees who may share the refrigerator. You may also bring a personal cooler for storage.

The break time must, if possible, run concurrently with any break time already provided.

You are encouraged to discuss the length and frequency of these breaks with your Department Head.

The Organization will not discriminate or retaliate against employees who express milk in the workplace in accordance with this policy.

The Organization is not required to provide the above benefits if doing so would impose an undue hardship on the Organization.

## **Colorado Overtime & Minimum Pay Standards (COMPS) Order Notice**

The Organization is required to provide you with a copy of the latest Colorado Overtime and Minimum Pay Standards Order (COMPS Order) or COMPS Order poster with this handbook. A copy of the latest COMPS Order poster is included at the end of this handbook.

## **Meal and Rest Periods**

Colorado City Metropolitan District strives to provide a safe and healthy work environment and complies with all federal and state regulations regarding meal and rest periods. Check with your Department Head regarding procedures and schedules for rest and meal breaks. The Organization requires employees to accurately observe and record meal and rest periods. If you know in advance that you may not be able to take your scheduled break or meal period, let your Department Head know; in addition, notify your Department Head as soon as possible if you were unable to or prohibited from taking an uninterrupted meal or rest period.

In Colorado, employees are entitled to an uninterrupted and duty-free unpaid 30-minute meal period for all shifts exceeding five consecutive hours. If practical, these meal periods will be at least one hour after the start and one hour before the end of the shift. If this is not possible or is impractical, you will be permitted to consume an "on duty" meal while performing your work duties, and this meal period will be paid.

Additionally, you are entitled to a paid 10-minute rest period for each four hours of work, or major fraction thereof, as follows:

<b>Periods Required</b>	<b>Number of rest breaks</b>
2 or fewer	0
Over 2, and up to 6	1
Over 6, and up to 10	2
Over 10, and up to 14	3
Over 14, and up to 18	4
Over 18, and up to 22	5
Over 22	6

Rest periods must be in the middle of each four-hour work period, unless it is impractical. It is not necessary that you leave Organization property for a rest period. Rest periods will be 10 minutes unless otherwise provided by applicable law.

Required rest periods are "time worked" for the purposes of calculating minimum wage and overtime obligations.

## Overtime

If you are nonexempt, you may qualify for overtime pay. All overtime must be approved in advance, in writing, by your Department Head.

At certain times Colorado City Metropolitan District may require you to work overtime. We will attempt to give as much notice as possible in this instance. However, advance notice may not always be possible. Failure to work overtime when requested or working unauthorized overtime may result in discipline, up to and including discharge.

Unless otherwise required or exempted by law, overtime pay of one and one-half times your regular rate of pay is paid for hours worked in excess of 40 hours in a workweek, 12 hours per workday, and 12 consecutive hours without regard to the starting and ending time of the workday (excluding duty free meal periods), whichever calculation results in the greater payment of wages. Holidays, vacation days, and sick leave days do not count as time worked for computing overtime.

## Pay Period

At Colorado City Metropolitan District, the standard pay period is biweekly for all employees. Pay dates are Wednesday. If a pay date falls on a holiday, you will be paid on the preceding workday. Special provisions may be required from time to time if holidays fall on pay dates. Check with your Department Head if this type of date arises.

Review your paycheck for accuracy. If you find an issue, report it to your Department Head immediately.

## Travel Time Pay

Some nonexempt positions within Colorado City Metropolitan District require travel. The Organization pays nonexempt employees for time spent on travel for the benefit of the Organization, excluding normal home-to-work travel.

Further, at the start or end of the workday, travel to or from a work station, entirely within Organization premises and/or with Organization-provided transportation, will not be considered time worked unless:

- You are engaged in activities that render this time "time worked" as defined by the Colorado Overtime and Minimum Pay Standards Order. Examples of the activities that would render this time "time worked" include but are not limited to receiving or sharing work-related information or awaiting a work-related assignment;
- Any such travel occurs after compensable time starts or before compensable time ends; or
- The travel is in Organization-mandated transportation that materially prolongs your commute time or which subjects you to a heightened physical risk compared to an ordinary commute.

## Wage Disclosure Protection

In accordance with Colorado law, Colorado City Metropolitan District will not:

- Discharge, discipline, discriminate or retaliate against, coerce, intimidate, threaten, or interfere with you or any other person because you inquired about, disclosed, compared, or otherwise discussed your wages;
- Require you to agree to a nondisclosure of your wages as a condition of your employment with the Organization; or
- Require you to sign a waiver or other document that proposes to deny you the right to disclose your wage information.

However, if you have access to or knowledge of the compensation information of other employees as a part of your essential job functions, you may not disclose that information to individuals who do not otherwise have access to it, unless the disclosure is:

- In response to a formal complaint or charge;
- Part of an investigation, proceeding, hearing, or action, including an investigation conducted by the Organization; or
- Consistent with the legal duty of the Organization to furnish information.

If you believe that you have been discriminated or retaliated against in violation of this policy, immediately report your concerns to appropriate person or department.

Nothing in this policy will be enforced to interfere with, restrain or coerce, or retaliate against employees regarding their rights under the National Labor Relations Act.

## **General Policies**

### **Access to Personnel and Medical Records Files**

Colorado City Metropolitan District maintains separate medical records files and personnel files for all employees. Files containing medical records are stored separate and apart from any business-related records in a safe, locked, inaccessible location. The medical file is the repository for sensitive and confidential information related to an individual's health, health benefits, health-related leave and/or accommodations, and benefits selections and coverage. Medical records are kept confidential in compliance with applicable laws and access is on a "need-to-know" basis only.

Supervisors and others in management may have access to your personnel file for possible employment-related decisions. Upon request, you will be permitted, on at least an annual basis, to inspect and/or obtain a copy of your own personnel or medical records file. Inspection will occur at the Organization office in the presence of a Organization representative. You may be required to pay the reasonable cost of duplication of documents.

All requests by an outside party for information contained in your personnel file will be directed to the Finance Manager or District Manager, which is the only department authorized to give out such information.

## **Benefits**

### **Civil Air Patrol Leave**

Colorado City Metropolitan District will provide eligible employees with up to 15 days of unpaid Civil Air Patrol leave per calendar year to respond to an emergency operational mission of the Colorado Wing of the Civil Air Patrol.

#### **Eligibility**

To be eligible for Civil Air Patrol leave, you must be a member of the Colorado Wing of the Civil Air Patrol. Temporary employees are not eligible for Civil Air Patrol leave.

#### **Use of Leave**

Leave will only be allowed if you return to work as soon as practical after being relieved from the Civil Air Patrol mission.

#### **Notice**

Provide as much notice as possible of your intent to take Civil Air Patrol leave.

## **Certification**

The Organization may require you to provide evidence of the satisfactory completion of Civil Air Patrol service.

## **Restoration**

Upon return from leave, you will be restored to your previous position or a similar position.

## **Retaliation**

The Organization will not retaliate or discriminate against employees who request or take leave in accordance with this policy.

## **Emergency Volunteer Service Leave**

If you are a qualified volunteer called into service by a volunteer organization in response to a disaster, Colorado City Metropolitan District will provide you up to 15 workdays of unpaid leave in any calendar year to serve. This leave is not available to temporary employees. This leave will not affect your rights to vacation, sick leave, bonus, advancement, or other employment benefits.

You must provide proof that you are a qualified volunteer prior to taking leave and must return to work as soon as possible after being relieved from emergency volunteer services. You will be returned to your previous position or to a similar position.

The Organization is not required to provide this leave to you if you are designated as essential, meaning:

- You are considered essential to the Organization's daily operations.
- Your absence would likely cause the Organization to suffer economic injury.
- Your duties include assisting in disaster recovery for the Organization.

The Organization is not required to provide leave to more than 20 percent of employees on any workday. Under these circumstances, otherwise eligible employees may be denied leave.

## **Jury Duty Leave**

Colorado City Metropolitan District encourages employees to fulfill their civic duties related to jury duty. If you are summoned for jury duty, notify your Department Head as soon as possible to make scheduling arrangements.

If you are summoned for jury duty, you will be paid your regular wage (not to exceed \$50 per day unless mutually agreed to) for the first three days of juror service or any part thereof. For any additional days, time spent on jury duty will be unpaid.

The Organization reserves the right to require employees to provide proof of jury duty service to the extent authorized by law.

The Organization will not retaliate against employees who request or take leave in accordance with this policy.

## **Paid Public Health Emergency Leave**

During a declared public health emergency, in addition to the paid sick leave provided under the Colorado Paid Sick Leave Policy, Colorado City Metropolitan District will also provide employees with paid public

health emergency leave (supplemental paid sick leave) in accordance with the Colorado Healthy Families and Workplaces Act. For purposes of this policy, **public health emergency** means:

- An act of bioterrorism, a pandemic influenza, or an epidemic caused by a novel and highly fatal infectious agent for which 1) an emergency is declared by a federal, state, or local public health agency; or 2) a disaster emergency is declared by the governor; or
- A highly infectious illness or agent with epidemic or pandemic potential for which a disaster emergency is declared by the governor.

Public health emergency leave may be used for the following reasons:

1. To self-isolate due to either being diagnosed with or having symptoms of a communicable illness that is the cause of a public health emergency;
2. To seek diagnosis, treatment, or care (including preventive care) of such illness;
3. Exclusion from work by a government health official or by your employer due to your exposure to, or symptoms of, such illness;
4. Inability to work due to a health condition that may increase your susceptibility or risk of such illness; or
5. To care for a child or other family member who is in category 1, 2, or 3 above, or whose school, childcare provider, or other care provider is either unavailable, closed, or providing remote instruction due to the public health emergency.

Public health emergency leave will be provided, as needed, in addition to any paid sick leave that you have already accrued. If you normally work 40 or more hours in a week, you will be provided with enough public health emergency leave to ensure that you are able to take 80 hours of leave during a public health emergency. If you work fewer than 40 hours per week, you will be provided with enough public health emergency leave to ensure that you are able to take leave equal to the amount of time that you are scheduled to work in a 14-day period or the amount of time you actually work on average in a 14-day period—whichever is greater.

You may use any public health emergency leave that is provided under this policy before using any paid sick leave that you had prior to the public health emergency.

Public health emergency leave expires four weeks after the official termination or suspension of the public health emergency. During a public health emergency, you will continue to accrue paid sick leave as outlined in the Colorado Paid Sick Leave Policy.

You must provide notice of your need for public health emergency leave as soon as practical if your need for leave is foreseeable and the Organization is not closed. If the need for leave is unforeseeable, provide notice as soon as possible.

You will not be required to provide any documentation for public health emergency leave.

The Organization will not retaliate against employees who request or take leave in accordance with this policy.

## **Paid Sick Leave (Accrual Method)**

Colorado City Metropolitan District provides paid sick leave to eligible employees in accordance with the Colorado Healthy Families and Workplaces Act.

### **Eligibility**

All employees who work in Colorado are eligible for sick leave.

### **Reasons for Leave**

Sick leave may be taken for the following reasons:



- To care for your own, or a family member's, mental or physical illness, injury, or health condition; to obtain medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or to obtain preventative medical care.
- If you or a family member have been the victim of domestic abuse, sexual assault, or harassment, in order to:
  - Seek medical attention or to recover from a mental or physical illness, injury, or health condition caused by the domestic abuse, sexual assault, or harassment;
  - Obtain services from a victim services organization;
  - Obtain mental health or other counseling;
  - Seek relocation due to the domestic abuse, sexual assault, or harassment; or
  - Seek legal services, including preparation for or participation in a civil or criminal proceeding related to or resulting from the domestic abuse, sexual assault, or harassment.
- Due to a public health emergency, a public official has ordered the closure of:
  - Your place of business; or
  - Your child's school or place of care and you need to be absent from work to care for your child.
- To care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrence or event.
- To evacuate your place of residence due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrence or event.
- To grieve, attend funeral services or a memorial, or deal with financial and legal matters that arise after the death of a family member.

***Family member*** means:

- A person who is related to you by blood, marriage, civil union, or adoption;
- A child to whom you stand in loco parentis or a person who stood in loco parentis to you when were you were a child; or
- A person for whom you are responsible for providing or arranging health- or safety-related care.

***Public health emergency*** means:

- An act of bioterrorism, a pandemic influenza, or an epidemic caused by a novel and highly fatal infectious agent, for which: 1) an emergency is declared by a federal, state, or local public health agency; or 2) a disaster emergency is declared by the governor; or
- A highly infectious illness or agent with epidemic or pandemic potential for which a disaster emergency is declared by the governor.

## **Accrual and Usage**

Eligible employees accrue one hour for every 30 hours worked up to a maximum accrual of 48 hours in a leave year. You will begin accruing sick leave on your first day of employment. For purposes of this policy, the leave year is calendar year. If you are classified as exempt, you are presumed to work 40 hours per week, unless you are normally scheduled to work fewer than 40 hours, in which case sick leave accrues based on your normal schedule. You may begin using sick leave as it accrues.

You may use a maximum of 48 hours of sick leave in a leave year. The minimum increment of sick leave you may take is one hour. You may carry over up to 48 hours of unused accrued sick leave to the following leave year; however, the maximum amount of leave you may have in your sick leave bank at any given time is 48 hours.

## **Compensation**

You will be compensated for sick leave at the same rate and with the same benefits, including health benefits, as you normally earn during hours worked, not including overtime, bonuses, or holiday pay. In no instance will this be less than the applicable minimum wage.

## **Notice**





If the need for leave is foreseeable, you must make a good-faith effort to provide advance notice and make a reasonable effort to schedule leave in a manner that does not unduly disrupt the Organization. If unforeseeable, provide notice as soon as practical. If known, notice should include the expected length of the absence.

## **Documentation**

If you are absent for four or more consecutive days, you may be requested to provide reasonable documentation as soon as you are reasonably able to provide it, showing that the leave is being taken for permitted purposes.

## **Payment upon Termination**

You will not be paid for any unused sick leave when your employment ends.

## **Interaction with Other Leave**

Sick leave will run concurrently with the federal Family and Medical Leave Act and/or other leaves where permitted under state and federal law.

## **Transfers**

If you transfer to another division, entity, or location, you are entitled to all previously unused sick leave and may use it as described in this policy.

## **Reinstatement of Sick Leave upon Rehire**

The Organization will reinstate previously accrued, unused sick leave if you separate and are rehired within six months.

## **Retaliation**

The Organization will not retaliate against employees who request or take leave in accordance with this policy.

## **Volunteer Firefighter Leave**

If you are a volunteer firefighter, Colorado City Metropolitan District will not terminate your employment for failing to report to work because you responded to an emergency summons if you provide the Organization with a written statement from the chief of the fire department stating that your absence was due to the response.

Additionally, the Organization will not terminate you for leaving work to respond to an emergency summons, if:

- The Organization does not deem you to be essential to the operation of the Organization;
- The Organization previously received written documentation from the fire chief of your fire department of your status as a volunteer firefighter;
- The emergency is within the response area of your fire department and is of such magnitude that the emergency summons requires all firefighters to respond; and
- The chief of your fire department provides the Organization with a written statement verifying the time, date, and duration of your response.

If you are called into emergency service by a volunteer organization to respond to a disaster, your leave will be governed by the Emergency Volunteer Services Leave policy.

## **Voting Leave**

Upon prior request (before Election Day), you will be provided up to two hours of paid time off to vote if you do not have three or more nonworking hours in which to vote during the hours the polls are open. The time when you can go to vote will be at the discretion of your Department Head, consistent with applicable legal requirements.

## **Safety and Loss Prevention**

### **Colorado Workplace Public Health Rights Notice**

The Organization is required to provide you with information regarding your rights under the Colorado Healthy Families and Workplaces Act (HFWA) and the Colorado Public Health Emergency Whistleblower Law (PHEW). A copy of the latest Colorado Workplace Public Health Rights poster, included at the end of this handbook, satisfies this requirement.

# Closing Statement

Thank you for reading our handbook. We hope it has provided you with an understanding of our mission, history, and structure as well as our current policies and guidelines. We look forward to working with you to create a successful Organization and a safe, productive, and pleasant workplace.

James Eccher, District Manager

Colorado City Metropolitan District

# Acknowledgment of Receipt and Review

By signing below, I acknowledge that I have received a copy of the Colorado City Metropolitan District Employee Handbook (handbook) and that I have read it, understand it, and agree to comply with it. I understand that the Organization has the maximum discretion permitted by law to interpret, administer, change, modify, or delete the rules, regulations, procedures, and benefits contained in the handbook at any time with or without notice. No statement or representation by a supervisor, manager, or any other employee, whether oral or written, can supplement or modify this handbook. Changes can only be made if approved in writing by the District Manager of the Organization. I also understand that any delay or failure by the Organization to enforce any rule, regulation, or procedure contained in the handbook does not constitute a waiver on behalf of the Organization or affect the right of the Organization to enforce such rule, regulation, or procedure in the future.

I understand that neither this handbook nor any other communication by a management representative or other, whether oral or written, is intended in any way to create a contract of employment. I further understand that, unless I have a written employment agreement signed by an authorized Organization representative, I am employed "at-will" (to the extent permitted by law) and this handbook does not modify my "at-will" employment status.

If I am covered by a written employment agreement (signed by an authorized Organization representative) or a collective bargaining agreement that conflicts with the terms of this handbook, I understand that the terms of the employment agreement or collective bargaining agreement will control.

This handbook is not intended to preclude or dissuade employees from engaging in legally protected activities under the National Labor Relations Act (NLRA). This handbook is not intended to violate any local, state, or federal law. No provision or policy applies or will be enforced if it conflicts with or is superseded by any requirement or prohibition contained in federal, state, or local law, or regulation. Furthermore, nothing in this handbook prohibits an employee from reporting concerns to, filing a charge or complaint with, making lawful disclosures to, providing documents or other information to, or participating in an investigation or hearing conducted by the Equal Employment Opportunity Commission (EEOC), National Labor Relations Board (NLRB), Securities and Exchange Commission (SEC), or any other federal, state, or local agency charged with the enforcement of any laws.

This handbook supersedes any previous handbook or policy statements, whether written or oral, issued by Colorado City Metropolitan District.

If I have any questions about the content or interpretation of this handbook, I will contact Finance and/or District Manager.

Additionally, by signing, I acknowledge that I have received a copy of the current Colorado Overtime and Minimum Pay Standards Order (COMPS Order) or COMPS Order poster published by the Colorado Department of Labor and Employment.

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Signature

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Date

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Print Name



# **APPENDIX**



**COLORADO**  
Department of  
Labor and Employment

**COLORADO OVERTIME & MINIMUM PAY STANDARDS ORDER**  
("COMPS Order") #39, POSTER & NOTICE

*Effective 1/1/24: must update annually*  
*new poster available each December*

**Colorado Minimum Wage: inflation-adjusted annually; \$14.42/hour in 2024.** (Rule 3)

- Employees must be paid at least minimum wage (whether hourly, salary, commission, piecework, etc.) unless exempt
- Unemployed minors can be paid 15% less than full minimum wage
- Use the highest minimum wage that applies; all local minimum wages are posted at [ColoradoLaborLaw.gov](http://ColoradoLaborLaw.gov)

**Overtime: 1½ times regular pay rates for hours over 40 weekly, 12 daily, or 12 consecutive (Rule 4)**

- Overtime is required *each* week over 40 hours, or day over 12, even if 2 or more weeks or days *average* fewer hours
- Employers cannot provide time off ("comp time") instead of time-and-a-half premium pay for overtime hours
- Key variances/exemptions (all are detailed in Rules 2.3-2.4):
  - Modified overtime in a small number of health care jobs; exemption for certain heavy vehicle drivers
  - No 40-hour weekly overtime in downhill ski/snowboard jobs (but 56-hour overtime for many under federal law)
  - Agriculture: overtime after 48-56 hours (based on size and seasonality); extra breaks and pay on long days

**Meal Periods: 30 minutes uninterrupted and duty-free, for shifts over 5 hours (Rule 1.9)**

- Can be unpaid, but only if employees are completely relieved of all duties, and allowed to pursue personal activities
- If work makes uninterrupted meal periods impractical, eating on-duty must be permitted, and the time must be paid
- To the extent practical, meal periods must be at least 1 hour after starting and 1 hour before ending shifts

**Rest Periods: 10 minutes, paid, every 4 hours (Rule 5.2)**

#Work Hours	Up to 2	>2, up to 6	>6, up to 10	>10, up to 14	>14, up to 18	>18, up to 22	>22
#Rest Periods:	0	1	2	3	4	5	6

- Need not be off-site, but must not include work, and should be in the middle of the 4 hours to the extent practical
- Rest periods are time worked for minimum wage and overtime purposes, and if employers do not authorize and permit rest periods, they must pay extra for time that would have been rest periods, including for non-hourly-paid employees
- Key variances/exemptions:
  - In some circumstances, 10-minute rest periods can be divided into two of 5 minutes (Rule 5.2.1)
  - Agriculture: certain work requires more breaks; other is exempt (Rule 2.3, & Agricultural Labor Conditions Rules)

**Time Worked: Pay for time employers allow performing labor/service for their benefit (Rule 1.9)**

- All time on-premises, on duty, or at workplaces (but not just letting off-duty employees be on-premises), including:
  - putting on/removing work clothes/gear (but not clothes worn outside work), cleanup/setup, or other off-clock duty,
  - waiting for assignments at work, or receiving or sharing work-related information,
  - security/safety screenings, or clocking/checking in or out, or
  - waiting for any of the above tasks.
- Travel for employer benefit is time worked; normal home/work travel is not (details in Rule 1.9.2)
- Sleep time, if sufficiently uninterrupted and lengthy, can be excluded in certain situations (details in Rule 1.9.3)

***This Poster is a summary and cannot be relied on as complete labor law information. For all rules, fact sheets, translations, questions, or complaints, contact: DIVISION OF LABOR STANDARDS & STATISTICS, ColoradoLaborLaw.gov, cdle\_labor\_standards@state.co.us, 303-318-8441 / 888-390-7936***

**Deductions, Credits, Charges, & Withheld Pay (Rule 6, and Article 4 of C.R.S. Title 8)**

- Final pay: Owed promptly (if a termination by employer) or at next pay date (if employee resigned)
- Vacation pay: Departing employees must be paid all accrued and unused vacation pay, including paid time off usable for vacation, without deducting or declaring forfeiture based on cause for termination, lack of resignation notice, etc.
- Deductions from pay: Allowed if listed below or in C.R.S. 8-4-105 (including deductions required by law, in which agreement for the benefit of the employee, for theft in a police report, or for property loss after auto/theft)
- Tip credits: Employers can pay up to \$3.02 below the highest applicable minimum wage (Colorado or local), if:
  - (a) tips (not mandatory service charges) raise pay to full minimum, & (b) tips aren't directed to non-tipped staff/owner
- Meal credits/deductions: Allowed for the cost or value (without employer profit) of voluntarily accepted meals
- Lodging credits/deductions: Allowed if housing is voluntarily accepted by the employee, primarily for the employee (not the employer's) benefit, recorded in writing, and limited to \$25 or \$100 per week (based on housing type)
- Uniforms: Must be provided at no cost unless they are ordinary clothes without special material or design; employer must pay for any special cleaning required, and cannot require deposits or deduct for ordinary wear and tear

**Exemptions from COMPS (Rule 2.2 lists all; key exemptions are below)**

- Executives/supervisors, administrators, and professionals paid at least a salary (not hourly wages) of \$55,000 in 2022 (then inflation-adjusted in future years), except \$33,170/hour for highly technical computer work
- Other highly compensated, non-manual-labor employees paid at least 2.25 the above salary (\$123,750 in 2024)
- 20% owners, or at a nonprofit the highest-paid/highest-ranked employee, if actively engaged in management
- Various (not all) types of salespersons, taxi drivers, camp/outdoor education field staff, or property managers

**Record-Keeping & Notices of Rights (Rule 7)**

- Employers must give all employees (and keep for three years) pay statements that include time worked, pay rate (including any tips and credits), and total pay
- This year's poster must be displayed where easily accessible, or if not practical (such as for remote workers), provided within one month of beginning work and when employees request a copy
- Employers must include a copy of this poster, or the COMPS Order, in any employment handbook or manual
- Violation of notice of rights rules (posting or distribution), including by providing information undercutting the poster, may yield fines and/or ineligibility for employee-specific credits, deductions, or exemptions in COMPS

**Complaint & Anti-Retaliation Rights (Rule 8)**

- Employees can send the Division (contact info below) complaints or tips about violations, or file lawsuits in court
- Employers cannot retaliate against, or interfere with, employees exercising their rights
- Anonymous tips are accepted; anonymity or confidentiality are protected (if requested) (Wage Protection Rule 4.7)
- Owners and other individuals with control over work may be liable for certain violations — not just the business, even if the business is a corporation, partnership, or other entity separate from its owner(s) (Rule 1.6)
- Immigration status is irrelevant to these labor rights: the Division will not ask or report status in investigations or filings, and it is illegal for anyone to use immigration status to interfere with these rights (Wage Protection Rule 4.8)



**COLORADO**  
Department of  
Labor and Employment

## Colorado Workplace Public Health Rights Poster: PAID LEAVE, WHISTLEBLOWING, & PROTECTIVE EQUIPMENT

*Updated July 14, 2022*  
*may be updated periodically*

### THE HEALTHY FAMILIES & WORKPLACES ACT ("HFWA"): Paid Leave Rights

#### Coverage: All Colorado employers of any size must provide paid leave

All employees earn 1 hour of paid leave per 30 hours worked ("accrued leave"), up to 48 hours a year. Employees are required to be paid their regular pay rate during leave, and the employer must continue their benefits. Up to 48 hours of unused accrued leave carries over for use during the next year. For details on specific situations (irregular hours, non-hourly pay, etc.), see Wage Protection Rule 3.5.7 CCR 1103-7. Up to 80 hours of supplemental leave applies in a public health emergency (PHE), until 4 weeks after the PHE ends.\*

#### Employees can use accrued leave for the following safety or health needs:

- 1) a mental or physical illness, injury, or health condition that prevents work, including diagnosis or preventive care;
- 2) domestic abuse, sexual assault, or criminal harassment leading to health, relocation, legal, or other services needs;
- 3) caring for a family member experiencing a condition described in category (1) or (2);
- 4) grieving, funeral/memorial attendance, or financial/legal needs after a death of a family member;
- 5) due to inclement weather, power/heat/water loss, or other unexpected occurrence, the employees needs to either:
  - (a) evacuate their residence, or (b) care for a family member whose school or place of care was closed; or
  - (c) in a PHE, a public official closed the workplace, or the school or place of care of the employee's child.

#### Employer Policies (Notices, Documentation, Incremental Use, Privacy, and Paid Leave Records)

**Written notice and posters.** Employers must (1) provide notice to new employees no later than their onboarding documents/policies, and (2) display updated posters, and provide updated notices to current employees, by end of year. **Notice for "foreseeable" leave.** Employers may adopt "reasonable procedures" in writing as to how employees should provide notice if they require "foreseeable" leave, but cannot deny paid leave for noncompliance with such a policy.

**An employer can require documentation to show that accrued leave was for a qualifying reason only if leave was for four or more consecutive work days (i.e., days when an employee would have worked, not calendar days).**

**Documentation is not required to take accrued leave,** but can be required as soon as an employee returns to work or separates from work (whichever is sooner). **No documentation can be required for PHE leave.**

**To document leave for an employee's (or an employer's family member's) health-related need,** an employee may provide: (1) a document from a health or social services provider if services were received and a document can be obtained in reasonable time and without added expense; *otherwise* (2) the employee's own writing.

**Documentation as to domestic abuse, sexual assault, or criminal harassment** can be a document or writing under (1) above (e.g. legal or shelter services provider) or (2) above, or legal document (restraining order, police report, etc.).

**If an employer reasonably deems an employee's documentation deficient,** the employer must: (A) notify the employee within seven days of either receiving the documentation or the employee's return to work or separation (whichever is sooner), and (B) give the employee at least seven days to cure the deficiency.

**Incremental Use:** Depending on employer policy, employees can use leave in either hourly or six-minute increments.

This Poster summarizes two Colorado workplace public health laws: C.R.S. § 8-13.3-401 et seq. (Paid Leave), and C.R.S. § 8-14.4-101 et seq. (Healthy and Safety Whistleblowing) including amendments current as of the date of this poster. It does not cover other health or safety laws, rules, and orders, including under the federal Occupational Safety and Health Act (OSHA), from the Colorado Department of Public Health and Environment (CDPH), or from local public health agencies. Contact those agencies for such health and safety information.

\*In a PHE, employees gain additional hours of leave for inability to work, testing, quarantining, caring for family in such situations, and related needs. No PHE is now in effect; this poster will be updated if one is declared.

**This poster must be displayed where easily accessible to workers, shared with remote workers, provided in other languages as needed, and replaced with any annually updated versions.**

**This poster is a summary and cannot be relied on as complete labor law information. For all rules, fact sheets, translations, questions, or complaints, contact: DIVISION OF LABOR STANDARDS & STATISTICS, ColoradoLaborLaw.gov, [cdle\\_labor\\_standards@state.co.us](mailto:cdle_labor_standards@state.co.us), 303-318-8441 / 888-390-7936.**

• **Employee Privacy:** Employers cannot require employees to disclose "details" about an employee's (or their family's) HPWA-related health or safety information; such information must be treated as a confidential medical record.

• **Records must be retained and provided upon request.** Employers must provide documentation of the current amount of paid leave employees have (1) available for use, and (2) already used during the current benefit year, including any supplemental PHE leave. Information may be requested once per month or when the need for HPWA leave arises.

#### Retaliation or Interference with HFWA Rights

- **Paid leave cannot be counted as an "absence"** that may result in firing or another kind of adverse action.
- **An employee can't be required to find a "replacement worker" or job coverage when taking paid leave.**
- **An employer cannot fire, threaten, or otherwise retaliate against, or interfere with use of leave by, an employee who:** (1) requests or takes HPWA leave; (2) informs or assists another person in exercising HPWA rights; (3) files a HPWA complaint; or (4) cooperates/assists in investigation of a HPWA violation.
- **If an employee's reasonable, good-faith HPWA complaint, request, or other activity is *incorrect*,** an employer need not agree or grant it, but cannot *act against* the employee for it. Employees can face consequences for misusing leave.

### PROTECTED HEALTH/SAFETY EXPRESSION & WHISTLEBLOWING ("PHEW")

Worker Rights to Express Workplace Health/Safety Concerns & Use Protective Equipment

#### Coverage: All Employers and Employees, Plus Certain Independent Contractors

• PHEW covers not just "employees" and "employees," but all "principals" (an employer or a business with at least independent contractors) and "workers" (employees or independent contractors working for a "principal").

#### Worker Rights to Oppose Workplace Health/Safety Violations:

- It is unlawful to **retaliate against, or interfere with,** the following acts:
  - (1) **raising reasonable concerns,** including informally, to the principal, other workers, the government, or the public about workplace violations of government health or safety rules, or a significant workplace health or safety threat;
  - (2) **opposing or testifying, assisting, or participating** in an investigation or proceeding about retaliation for, or interference with, the above-listed conduct;
  - A principal need not address a worker's PHEW-related concern, but it still cannot fire or take other *action against* the worker for raising such a concern, as long as the concern was reasonable and in good-faith.

#### Workers' Rights to Use Their Own Personal Protective Equipment ("PPE"):

- A worker must be allowed to **voluntarily wear their own PPE** (mask, faceguard, gloves, etc.) if the PPE (1) provide **more protection** than equipment provided at the workplace; (2) is **recommended** by a government health agency (federal, state, or local); and (3) does not make the worker **unable to do the job**.

### COMPLAINT RIGHTS (under both HFWA & PHEW)

- Report violations to the Division as complaints or anonymous tips, or file in court after exhausting pre-lawsuit remedies





## **NOTICE OF PUBLIC HEARINGS**

NOTICE IS HERBY GIVEN that the Board of Directors of the Colorado City Metropolitan District (the "District") will hold public hearings on December 10, 2024 at 6:00 pm at 4497 Bent Brothers Blvd., Colorado City, Colorado regarding:

- A) Proposed amendments to the Rules and Regulations of the District to require an access permit from the District prior to construction of a direct access to or from a Colorado City street or road and setting forth requirements for access to Colorado City streets and roads, including drainage requirements, and for driveways.
  
- B) Proposed Updated Policy on Colorado City Architectural Advisory Committee (CCAAC), Design Review, and Covenant Enforcement and Fines, which updates the enforcement procedure for use covenants and design review covenants per HB24-1267, adopts a fine schedule for violations of such covenants, adds definitions of commercial use and refuse cans for enforcement purposes, and sets a policy on enforcement of covenants prohibiting poultry.

The Board will consider public comment and input on the proposed amendment to the Rules and Regulations and updated policy. Details and a full copy of proposed amendment and policy may be obtained from the District at 719-676-3396.

**COLORADO CITY METROPOLITAN DISTRICT**  
By: James Eccher, District Manager



**RESOLUTION 14-2024**

**AMENDED AND RETATED**

**RESOLUTION OF THE BOARD OF DIRECTORS OF COLORADO CITY  
METROPOLITAN DISTRICT**

**SETTING FORTH THE RESPONSIBILITIES AND AUTHORITY OF THE  
COLORADO CITY ARCHITECTURAL ADVISORY COMMITTEE (CCAAC)  
AND ADOPTING A COVENANT ENFORCEMENT POLICY IN ACCORDANCE WITH  
HB 24-1267**

WHEREAS, Colorado City Metropolitan District (District) is a quasi-municipal corporation and political subdivision, duly organized and existing under the Constitution of the State of Colorado; and

WHEREAS, the Board of Directors of the District (CCMD Board) is authorized to fix and from time to time to increase or decrease fees, rates, tolls, penalties, and charges for services, programs or facilities furnished by the District, pursuant to §§ 32-1-1001(1)(j) & (k), C.R.S.;

WHEREAS, the District has assumed the duties of the Architectural Control Committee as set forth in covenants recorded against real property within the District, and has the power to enforce covenants and provide design review and approval for property in the District;

WHEREAS, pursuant to Resolution 16-2019, as amended from time to time, the CCMD Board established the Colorado City Architectural Advisory Committee (CCAAC) to review alleged covenant violations and design applications, and the CCMD Board delegated certain responsibilities and tasks to the CCAAC;

WHEREAS, HB 24-1267 was adopted by the state legislature and states that metropolitan districts which provide covenants enforcement and design review shall adopt a written policy governing the imposition of fines by January 1, 2025; and

WHEREAS, the CCMD Board wishes to hereby update and set forth the responsibilities and authority delegated to the CCAAC and adopt a covenant enforcement and design review policy in accordance with HB 24-1267.

NOW, THEREFORE, be it resolved by the Board of Directors of the District as follows:

The Board hereby adopts the Colorado City Metropolitan District Policy on Colorado City Architectural Advisory Committee (CCAAC), Design Review, and Covenant Enforcement and Fines (the "Policy"), attached hereto. Effective upon adoption of this Resolution, the Policy shall be applicable to the CCAAC, shall govern enforcement and design review, and shall supersede Resolution 16-2019 and any other conflicting Resolutions.





Adopted and approved on \_\_\_\_\_, 2024, by the Board of Directors of Colorado City Metropolitan District, Pueblo County, Colorado.

COLORADO CITY METROPOLITAN DISTRICT

By: \_\_\_\_\_

President

ATTEST:

\_\_\_\_\_

Secretary



Colorado City Metropolitan District  
Policy on Colorado City Architectural Advisory Committee (CCAAC),  
Design Review, and Covenant Enforcement and Fines

1) **CCACC Committee Structure:**

- a) CCAAC shall be comprised of a minimum of three (3) volunteer residents of the District and the Colorado City Manager.
- b) CCAAC will acquire from Pueblo County Clerk and Recorder a true and correct copy of recorded Colorado City covenants and have the copy available for viewing at the CCMD office and posted on the CCMD website.
- c) The CCMD Board will appoint members to CCAAC and may remove any member from the committee, with or without cause at any time.
- d) The members of CCAAC will designate a chairman of the committee to present findings and recommendations to the CCMD Board and Manager, as needed, but not less than one time per month at a regularly scheduled Board meeting.
- e) CCAAC will establish a meeting schedule of not less than one meeting per month.
- f) CCAAC specific activities or costs shall be reimbursed to members by CCMD, within the budget and appropriations approved by the CCMD Board.

2) **Complaints and Investigation of Violations**

- a) CCAAC will generate a complaint form that will be approved by the CCMD Board and available at the CCMD office for use by the public for complaints alleging violations of covenants, Pueblo County / CCMD regulations, or Colorado Revised Statutes.
- b) The District Manager and any CCAAC member will accept all complaints, anonymous or otherwise, and will log and date such complaint.
- c) A complaint form generated by CCMD will be completed and attached to any and all correspondence to the property owner.
- d) All complaints will be forwarded to CCAAC for investigation.
- e) In the event of a large number of complaints, the CCACC may prioritize investigation of alleged violations that would pose a threat to public health, safety and welfare, as determined by the CCACC.
- f) Upon receipt of a complaint, CCAAC will review and make a determination of whether a violation of recorded covenants, Pueblo County Code or state law has occurred and whether a unit owner is responsible for the violation. As part of the review, the location of the complaint will be examined and pictures, if required, taken by a member(s) of the CCAAC committee.
  - i) If determined to be a violation of an applicable Colorado City covenant, enforcement action will proceed.
  - ii) If determined to be Pueblo County Title 17 (zoning) or Title 8 (health) violation or Colorado Revised Statutes violation, the committee will request that the CCMD Board file a written complaint with Pueblo County Planning and Development for enforcement action.



iii) If determined no violations have occurred, correspondence of such will be provided claimant.

**3) Enforcement Procedure**

- a) If CCAAC determines that a Colorado City covenant violation has occurred, CCAAC will refer the complaint to the CCMD Board to solicit comments during an official meeting. If the CCMD Board concurs with the CCAAC recommendations to proceed with addressing the violation(s), the following will take place.
- b) First Letter. CCAAC will generate a “courtesy letter” to be sent by CCMD to the Property Owner (Owner) identifying the violation via USPS certified mail, return receipt requested, to the property (unit) owner of record with the Pueblo County Assessor:
  - i) To ensure they are aware of the alleged covenant violation.
  - ii) To advise them of the action required to cure the violation
  - iii) To request that they address the violation and correct the issue within 10 days from the date on the letter.
  - iv) To require the offender to notify CCMD when they have corrected the issue or request a time extension at the pleasure of the CCMD Board.
  - v) To provide information on where to locate copies of the covenants and this Resolution.
  - vi) Owner will have 10 days to make necessary corrections or present an acceptable plan to the CCAAC. All subsequent correspondence and action will incur administrative fees allowed by law, including attorney fees, mailing costs, service costs, and court costs. Any and all costs incurred for enforcement will be the responsibility of Owner and, if unpaid, could result in a lien against violating property.
- c) Second Letter. The owner will be sent a 2nd letter by USPS certified mail, return receipt requested, to the property (unit) owner of record with the Pueblo County Assessor if the violation(s) was not corrected in 15 days.
  - i) Letting them know there will be a fine, pursuant to HB 24-1267 and as set by the Board of Directors from time to time, at 45 days from the date of the 1st letter if the violation has not been corrected.
  - ii) Letting them know the amount of the fine and any assessed costs to date.
  - iii) Letting them know they have an opportunity to be heard before an Impartial Decision-Maker before the 45-day deadline.
  - iv) Letting them know the CCMD may seek reimbursement for collection costs and reasonable attorney fees and costs incurred as a result of the failure to comply in addition to the fine.
- d) Third Letter. The offender will be sent a 3rd letter by USPS certified mail, return receipt requested, to the property (unit) owner of record with the Pueblo County Assessor if the violation(s) was not corrected within the 45 days.



- i) Letting them know there will be an additional fine, in accordance with HB-24-1267 and as set by the Board of Directors from time to time, at the end of 75 days from the date of the 1st letter.
  - ii) Letting them know the amount of the fine and any assessed costs to date.
  - iii) Letting them know the CCMD may seek reimbursement for collection costs and reasonable attorney fees and cost incurred as a result of the failure to comply in addition to the fine.
- e) **Additional Fine.** An additional fine shall be imposed for violations that are still not corrected within 105 days of the date of the first letter.

**4) Conflicts of Interest**

- a) Any member of the CCACC or the Board which has a conflict of interest in connection with a complaint or alleged violation shall recuse him/herself from any investigation, discussions or decision-making in connection therewith. They will be considered to have a conflict for the purposes of this policy only if they have any direct personal or financial interest in the outcome of the matter being decided, in that they would receive a greater benefit or detriment than that of other unit owners subject to the same instrument.

**5) Right of Property Owner to Hearing**

- a) The subject Property Owner, or any other owner whose property is included in the same covenant as the subject property, will have the right to appeal a notice of violation (or denial of a design review application) to the CCMD Board, with a public hearing in front of the CCMD Board, provided that a written appeal is filed with the District Manager within 45 days of the date of the second letter regarding the violation (or within 45 days from a denial of a design application). If no appeal is filed within such timeframe, the decision of the CCAAC is final. Appeals will not negate the time limits, fees incurred, or other actions of the CCAAC, unless the CCMD Board reverses the decision of the CCAAC. Decisions of the CCMD Board following the public hearing will be final.

**6) Decisions**

The CCMD Board will make all decisions on any appeals or matters referred to the Board by the CCAAC by majority vote of the quorum present at the meeting, except for any Directors that have recused themselves due to conflicts.

**7) Penalties,** In the event of a violation of Covenants, as determined by the CCAAC and Board pursuant to the procedure set forth herein, the owner of the property where the violation occurred may be subject to the following fines, in addition to all other rights and remedies in law or in equity:

- a) \$150.00 dollars per violation if the violation(s) have not been corrected in 45 days after the date of the first letter with notice of violation.
- b) An additional \$350.00 fine per violation if the violation has not been corrected in 75 days from the date of the first letter.
- c) An additional \$750.00 fine per violation if the violation has not been corrected in 105 days from the date of the first letter.
- d) Unpaid fines: In accordance with HB 24-1267, and Sec. 32-1-1004.5 (3) (b) (I),





C.R.S. Until paid, any fee, fine or penalty constitutes a perpetual lien on and against the unit the violation is on. Unpaid fees, fines or penalties may be certified to the Pueblo County Treasurer for collection as a property tax in accordance with Sec. 39-10-107, C.R.S.

**8) New Construction**

- a) CCAAC will review all applications for new construction (new building construction, re-roofing, fences, sheds, garages, carports, decks, etc.) in Colorado City to verify the compliance to covenants and receipt of appropriate fees.
- b) Upon review of all required items on routing slip CCAAC shall;
  - i) Report deficiencies to the District Manager, if any,
  - ii) Make recommendations to District Manager for approval or disapproval;
  - iii) If unanimous agreement (including District Manager), the District Manager shall approve the construction application.
  - iv) If there is not unanimous approval by CCAAC, the CCAAC shall work with the applicant to resolve any concerns. If the concerns are not resolved with the applicant, the application shall be referred to the CCMD Board to make a determination.
- c) Property Owner Appeal Process is the same as paragraph 5 above.
- d) The CCMD Manager is hereby authorized to issue a Stop Work Order for any property within the District if the District Manager determines that construction has been commenced prior to obtaining architectural committee design approval that is required by the applicable covenants, after investigation of either the Manager or the CCACC. The Stop Work Order shall be mailed by USPS certified mail, return receipt requested, to the property owner of record with the Pueblo County Assessor and to the Pueblo County Department of Land Use and Development. A copy shall also be hand-delivered to the construction workers on site, if applicable.
- e) An owner may appeal any Stop Work Order to the District Board by written appeal filed with the District within 15 days following the date of the Order. Upon receipt of an appeal, the District shall schedule a public hearing at a regular or special meeting of the Board of Directors, at which time the owner and other owners subject to the same covenants shall have an opportunity to present testimony and evidence to the Board. Following said hearing, the Board's decision shall be final.

**9) Unenforceable Covenants.**

- a) The District shall not enforce any covenants that are prohibited or cannot be enforced by a metropolitan district pursuant to Sec. 32-1-1004.5(6) & (7), C.R.S.
- b) The District shall not enforce any covenants that require the use of cedar shakes or other flammable roofing materials on a unit.

**10) Definitions / Policies for Covenant Enforcement.**

- a) The District shall interpret the following terms when used in the Covenants as set forth below, for purposes of review and approval/disapproval of architectural design applications and for purposes of review, investigation and enforcement of alleged violations of the Covenants.
  - i) Commercial Use – any use permitted as a use by right or a use by review (after approval by Pueblo County), allowed by Pueblo County Code, Title 17 Division I Zoning, as amended from time to time, in the following zone districts:



- a) 17.56 Neighborhood Office District (O-1) or
  - b) 17.60 Neighborhood Business District (B-1) or
  - c) 17.64 Community Business District (B-4)
- ii) Refuse can - any trash container which is one cubic yard in volume or smaller. For enforcement of covenants requiring that refuse cans be maintained in fenced service yards or enclosures, the District interprets “maintained” to mean kept in such enclosures, except when put on the curb up to 24 hours before scheduled trash collection and until 24 hours after trash collection.
  - iii) Continuous Violation: A violation that continues to be unresolved past 45 days from the date a first letter is sent to the violator.
  - iv) Offender: The fee title owner(s) of the property which contains a violation a CCMD Covenant, County Title 17 (zoning) code, County Title 8 (Health) code or Colorado Revised Statute, or other person determined to have violated such requirements.
- b) In accordance with business judgment rule, due to the limited resources of the District for enforcement and the difficulty of inspecting private backyards, at this time, the District shall not pursue enforcement actions against residents who own up to 6 chicken hens for generating food for the home. This shall not apply to those owning chickens for commercial purposes or owning roosters.
- 11) Nothing herein shall be construed to prevent future amendments to this Policy by the Board of Directors or to establish vested property rights or waive the right to enforce covenants in the future. Nothing herein shall prevent residents from privately enforcing covenants.





**Notice of Public Hearing for DAF *Drinking Water Project, Colorado City Metropolitan District, Colorado***

Date: December 26, 2024

Time: 6:00 PM

Location: Colorado City Metropolitan District Administration Building - this meeting will take place in-person and over Zoom.

Address: 4497 Bent Brothers Blvd. Colorado City, CO 81019

Topic: Public Update on Cost, Rate Impacts, and Environmental Impacts of DAF Drinking Water Project

Remote Access: <https://us02web.zoom.us/j/82503708535?pwd=gC718oZUhlauJVWwgXxXEmqt36T744.1>

Meeting ID: 825 0370 8535; Passcode: 893389; One tap mobile dial in number: +1 719 359 4580

Find your local dial-in number: <https://us02web.zoom.us/u/kblJUJcxLm>.

The above Zoom link and dial-in number will also be posted the day before the meeting on the meeting agenda on the District's website: [coloradocitymd.colorado.gov](http://coloradocitymd.colorado.gov).

A public hearing will be conducted for informing citizens and soliciting public input, written or oral, regarding the Colorado City Metropolitan District (District) Dissolved Air Floatation System (DAF) Drinking Water Project. The updated estimate for the cost of the DAF Drinking Water Project is \$18,893,213 for a new DAF system and pretreatment building.

In order to fund the project additional rate increases to water rates will be necessary. The best and worst case scenarios for rate impacts, will depend on how much funding, in the form of loans and grants, the District is able to obtain from various public sources. The best and worst case rate impact scenarios will be presented at the meeting.

A detailed description of the environmental impacts of the project will also be discussed at the meeting.

Copies of the Project Needs Assessment and an Environmental Assessment of the project will be available for public review, and written comments may be submitted, prior to the Public Hearing at the following location:

Colorado City Metropolitan District, 4497 Bent Brothers Boulevard, Colorado City, CO 81019;  
Point of contact: James Eccher, District Manager, 719-676-3396.



CCAAC Accessory Build Inspection Report

A/158 Date Inspected 11-15-24 Inspected by: RANDY DEVENPORT

Zoned R-4 Lot LLV Unit: Parcel #: 4727329188

Owner: JOSEPH KELLY Phone: 479-409-1437

Physical Address: 3187 STANLEY AVENUE

Garage X Car Port Shed Driveway Fence

Re-Model Porch/Deck Re-Roof Landscape Paint

Lot size: 140 X 205 sq. ft. Colorado City Covenants reviewed? Yes No

Table with 4 columns: Question, Question, Approved, No. Rows include Structure/Size, Form, Texture, Color, Ext. Appurtenances, Property lines Marked?, Structure lines Marked?.

Property Set Backs

Required Actual Front: 25 62 Pass / Fail Rear: 15 42 Pass / Fail Side: 5 49 Pass / Fail

Information / Corrections Required For Final Approval:

Approved / Disapproved - CCAAC Member Signature Randy Devenport

Additional Notes:

## Colorado City Declaration of Protective Covenants:

Said Conditions: *What can be inspected.*

7, That any building erected upon any of said lots shall be approved prior to construction by an Architectural Committee appointed by Declarant, or successors appointed by them, in Pueblo, Colorado, or at such other place as may be designated by the Declarant. The Architectural Committee, in passing on any requests for approval, shall consider the ***Location (setbacks), Texture, Color, and Exterior Appurtenances***

### ***Pueblo County Code - Title 17***

**Set Backs:** General - based on zoning

17.24.090. (Front yard) Except as provided in 17.120.020. Buildings shall be set back not less than **twenty-five (25) feet from the front property line**

17,24 1 00, (Side yard) A principal structure shall provide **total side yards of not less than fifteen (15) feet with not less than five (5) feet won one side**, and, except as provided in Section 17.120.020, an accessory building shall be set back from the side lot line **at least five (5) feet.**

17.24.110. (Rear yard), **A principal structure shall be set back at least fifteen (15) feet from a rear lot line**, and except as provided in Section 17.120.020, an **accessory building shall be set back from a rear lot line at least five (5) feet.**

Note: Section 17.120 covers 'Supplementary Regulations' and references **Agricultural One, Two, Three and Four Zone Districts.**



RECEIVED  
OCT 30 2024  
Initial: [Signature]

Colorado City Architectural Advisory Committee  
P.O. Box 20229  
Colorado City, Colorado 81019  
719 676-3396 [colocityccaac@ghvalley.net](mailto:colocityccaac@ghvalley.net)

ENTERED  
OCT 30 2024  
Initial: [Signature]

Application will be considered for review only if it has been fully completed and received at the Colorado City Metropolitan District office or mailed to and received at the above address by 3pm on the Wednesday prior to the next regular meeting. All applications must be accompanied by a check or money order made out to "CCAAC" in the amount appropriate to the fee schedule featured on the back of this application.

Property Owner: Joseph Kelly

Mailing Address: 3187 Stanley Ave Email nosparks50@gmail.com

City: Colorado City State: CO ZIP: 81004 Telephone: 4794091437

Property Address: 3187 Stanley Ave.

City: Colorado City State: CO ZIP: 81019 Lot \_\_\_ Unit \_\_\_ Parcel# 4727329188

CONTRACTOR	
Contractor:	<u>Choice Buildings USA</u>
Mailing Address	<u>PO Box 121</u> Email <u>choicebuildingsusa@gmail.com</u>
City	<u>Penrose</u> State <u>CO</u> Zip <u>81240</u> Telephone <u>719-285-3640</u> License # <u>0016040</u>

Requested Approval for:  Commercial Building  Residence  Garage  Shed  Fence  Other \_\_\_\_\_

Type of Construction:  Steel  Wood  Manufactured  Other \_\_\_\_\_

Mobile Home:  New  Used Year Built: \_\_\_\_\_ Pueblo County Zoning Code: \_\_\_\_\_ CCMD Zoning Code: \_\_\_\_\_

Floor Area Square Footage: 1200 Square Footage Required by Covenants: \_\_\_\_\_

**REQUIRED ITEMS: Before CCAAC will proceed with process ALL required items must be completed!**

- (All requests) Approved Plot Plan Drawn to Scale from Pueblo County Planning and Zoning (see back)
- City/County Approved Water and Sewage Access (New Construction) see back
- Approved Road Access to property. Pueblo County Road or CCMD Road \_\_\_\_\_
- Property Line Staked Out Corners
- Foundation Plan and Building Staked Out **Before** Excavation
- One (1) copy of Blue Print and One (1) Electronic Copy sent to [colocityreception@ghvalley.net](mailto:colocityreception@ghvalley.net)
- Elevations – Front, Back and Sides
- Exterior Color Scheme, Type of *Siding* and *Roofing Materials* Must be indicated
- Location of Improvements (*Porches, Decks, Garages, Carports, Driveways, Accessory Buildings, Landscaping*)
- Re-Roofing / Exterior Remodel/Paint - Residence and/or Garage
- Garages and Accessory Buildings must have distance between buildings
- Fence – Type of Materials, Height and Locations

PAID  
OCT 30 2024  
By: [Signature]  
CCA

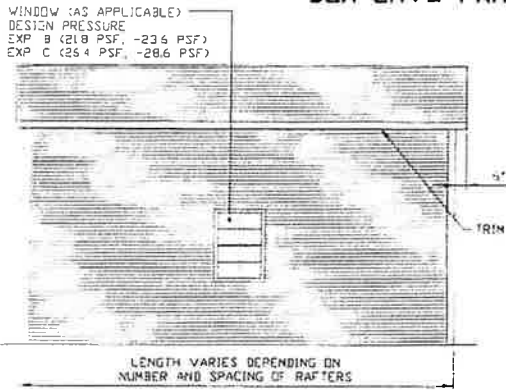
**I have read and agree to abide by the unit's protective covenants for which this application is submitted:**

Property Owner's or Contractor's Signature [Signature] Date October 30, 2024

**This application will not be accepted until you read and sign on reverse.**

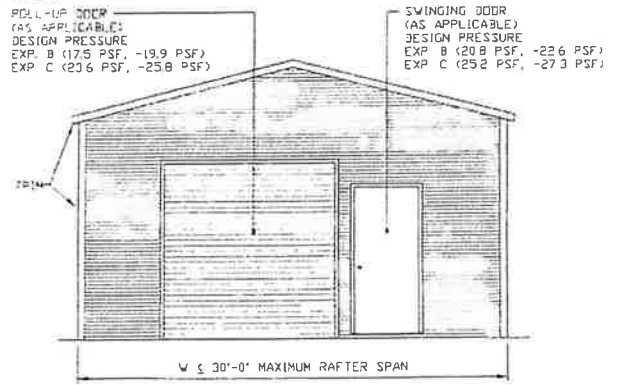


### BOX EAVE FRAME RAFTER STRUCTURE



**TYPICAL SIDE ELEVATION**

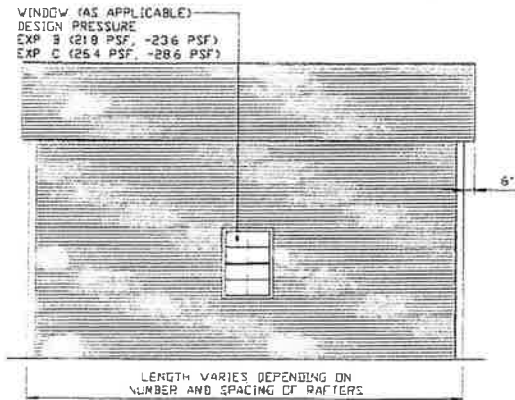
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**TYPICAL END ELEVATION**

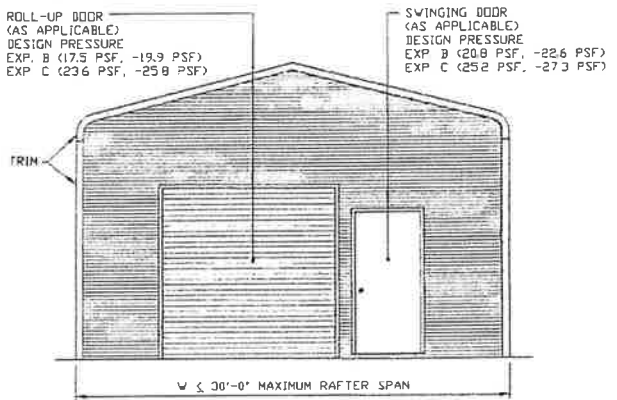
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### BOW FRAME RAFTER STRUCTURE



**TYPICAL SIDE ELEVATION**

SCALE: NTS



**TYPICAL END ELEVATION**

SCALE: NTS

**MOORE AND ASSOCIATES  
ENGINEERING AND CONSULTING, INC.**

DRAWN BY: AT

CHECKED BY: PJH

PROJECT MGR: VSM

CLIENT: EAGLE CARPORTS

**EAGLE CARPORTS**  
210 AIRPORT ROAD  
MOUNT AIRY, NC 27030  
30'-0"x20'-0" SP ENCLOSED STRUCTURE

DATE: 2-9-18

SCALE: NTS

JOB NO: 16166S/18012S

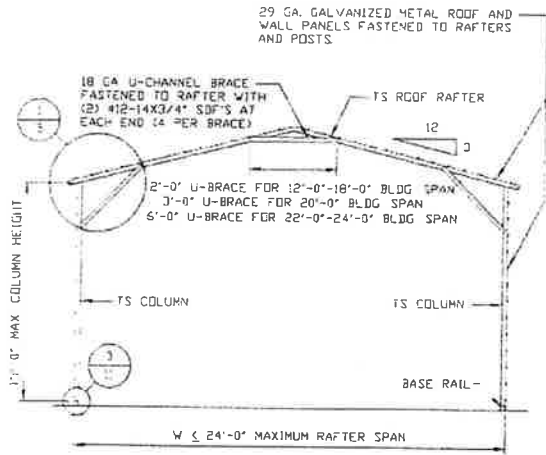
SHT. 3A

DWG NO: SK-3

REV: 6

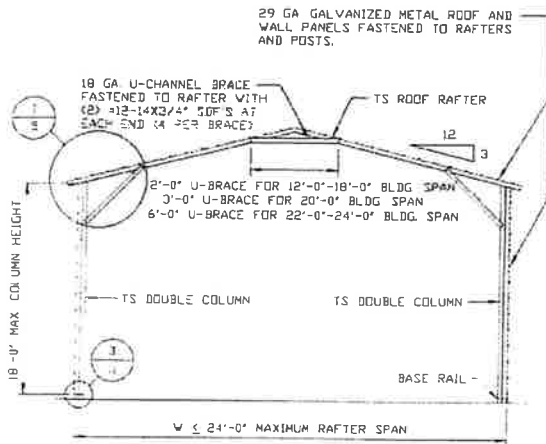
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## EXPOSURE B



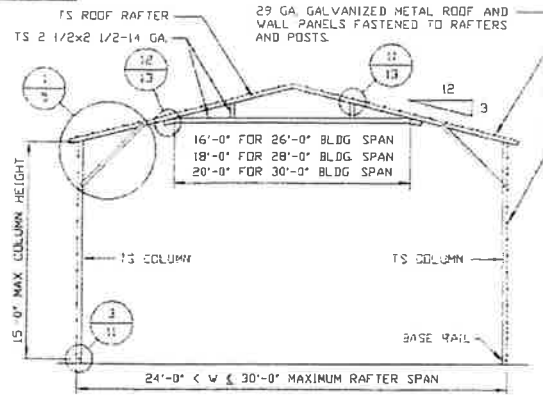
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SCALE: NTS



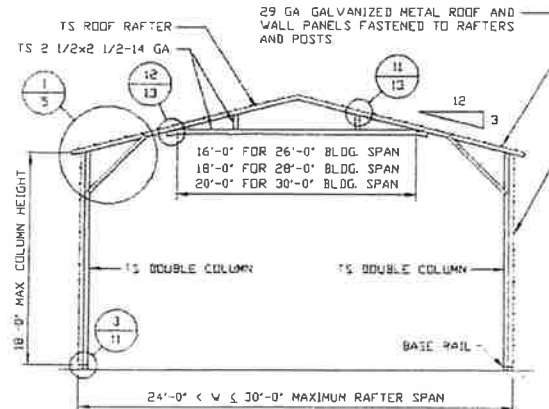
**TYPICAL RAFTER/COLUMN END FRAME SECTION**

SCALE: NTS



**TYPICAL RAFTER/COLUMN END FRAME SECTION**

SCALE: NTS



**TYPICAL RAFTER/COLUMN END FRAME SECTION**

SCALE: NTS

**MOORE AND ASSOCIATES  
ENGINEERING AND CONSULTING, INC.**

**DRAWN BY: AT**

**CHECKED BY: PDH**

**PROJECT MGR: VSM**

**CLIENT: EAGLE CARPORTS**

**EAGLE CARPORTS  
210 AIRPORT ROAD  
MOUNT AIRY, NC 27030  
30'-0" x 20'-0" SP ENCLOSED STRUCTURE**

**DATE: 2-9-18**

**SCALE: NTS**

**JOB NO: 16166S/18012S**

**SHT. 4**

**DWG. NO: SK-3**

**REV: 6**

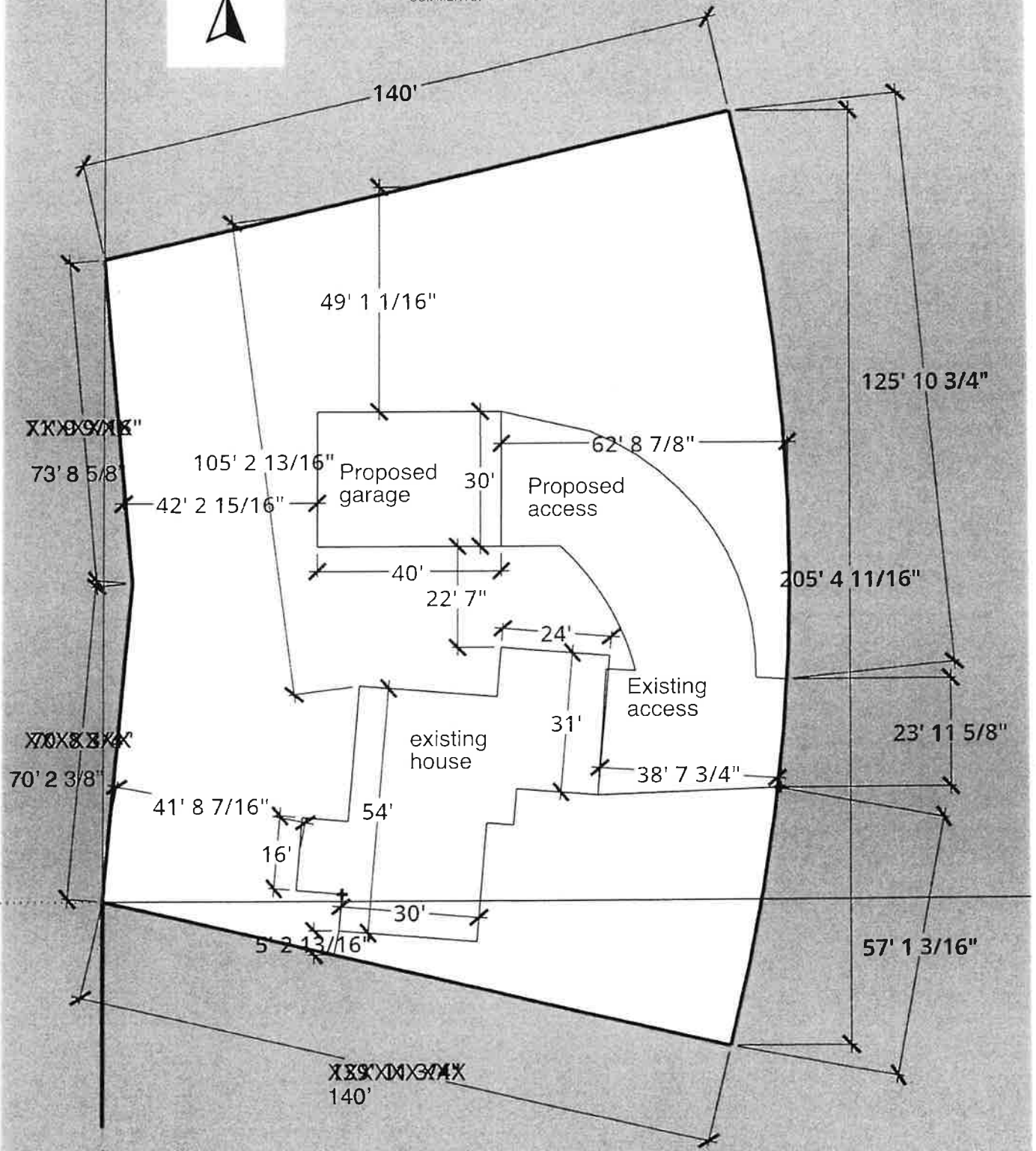
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**R-4**    **11-11-24**

*ayo*

ZONE    DATE    DIRECTOR/REPRESENTATIVE

COMMENTS:



KELLY JOSEPH  
3187 STANLEY AVE  
PUEBLO CO 81004  
Parcel: 4727329188

1" = 30'



**CCAAC New Build Inspection Report**

N 196 Date Inspected 11-21-24 Inspected by: LARY BERG

Zoned RZ Lot \_\_\_\_\_ Unit: \_\_\_\_\_ Parcel #: 4724201333

Owner: ANDRIM AND ASSOCIATES Phone: 719-251-1186

Physical Address: ~~23~~ 4727 HICKLIU DRIVE

Minimum Sq. Ft. Required 1250 Actual build sq. Ft. 1600

Lot size: NA sq. ft. Colorado City Covenants reviewed? Yes No

	Question	Approved	
Structure: _____	?	<input checked="" type="radio"/> Yes	No
Form: _____	?	<input checked="" type="radio"/> Yes	No
Texture: _____	?	<input checked="" type="radio"/> Yes	No
Color: _____	?	<input checked="" type="radio"/> Yes	No
Ext. Appurtenances: _____	?	<input checked="" type="radio"/> Yes	No
Property lines Marked? _____	?	<input checked="" type="radio"/> Yes	No
Structure lines Marked? _____	?	<input checked="" type="radio"/> Yes	No

Property Set Backs

Required	Actual		Required	Actual	
Front: <u>25</u>	<u>25</u>	<input checked="" type="radio"/> Pass / <input type="radio"/> Fail	Rear: <u>15</u>	<u>30</u>	<input checked="" type="radio"/> Pass / <input type="radio"/> Fail

Side: 5/10 16/21  Pass /  Fail

TAP PAID

**Information / Corrections Required For Final Approval:**

Approved /  Disapproved - CCAAC Member Signature Lary Berg

Additional Notes: \_\_\_\_\_

## Colorado City Declaration of Protective Covenants:

Said Conditions: *What can be inspected.*

7, That any building erected upon any of said lots shall be approved prior to construction by an Architectural Committee appointed by Declarant, or successors appointed by them, in Pueblo, Colorado, or at such other place as may be designated by the Declarant. The Architectural Committee, in passing on any requests for approval, shall consider the **Location (setbacks), Texture, Color, and Exterior Appurtenances**

### ***Pueblo County Code - Title 17***

**Set Backs:** General - based on zoning

17.24.090. (Front yard) Except as provided in 17.120.020. Buildings shall be set back not less than **twenty-five (25) feet from the front property line**

17,24 1 00, (Side yard) A principal structure shall provide **total side yards of not less than fifteen (15) feet with not less than five (5) feet on one side**, and, except as provided in Section 17.120.020, an accessory building shall be set back from the side lot line **at least five (5) feet.**

17.24.110. (Rear yard), **A principal structure shall be set back at least fifteen (15) feet from a rear lot line**, and except as provided in Section 17.120.020, an **accessory building shall be set back from a rear lot line at least five (5) feet.**

Note: Section 17.120 covers 'Supplementary Regulations' and references **Agricultural One, Two, Three and Four Zone Districts.**



RECEIVED

NOV 3 2024

Initial: *AC*

Colorado City Architectural Advisory Committee  
P.O. Box 20229

Colorado City, Colorado 81019

719 676-3396 [colocityccaac@ghvalley.net](mailto:colocityccaac@ghvalley.net)

ENTERED

NOV 3 2024

*SW*

Application will be considered for review only if it has been fully completed and received at the Colorado City Metropolitan District office or mailed to and received at the above address by 3pm on the Wednesday prior to the next regular meeting. All applications must be accompanied by a check or money order made out to "CCAAC" in the amount appropriate to the fee schedule featured on the back of this application.

Property Owner: **Antrim and Associates**

Mailing Address: **PO Box 2423**

Email: **Randy@antrimandassociates.com**

City: **Pueblo** State: **CO** ZIP: **81004** Telephone: **(719) 251-1186**

Property Address: 4727 Hicklin Drive

City: Colorado City State: CO ZIP: 81019 Lot **1178/1179** Unit **1** Parcel# **4724201333**

*Top Fee Paid  
12/27/2023  
\$20K*

**CONTRACTOR**

Contractor: **Antrim and Associates**

Mailing Address **PO Box 2423**

Email: **Randy@antrimandassociates.com**

City **Pueblo** State **CO** Zip **81004** Telephone **(719) 251-1186** License #**0014830**

Requested Approval for:  Commercial Building  Residence  Garage  Shed  Fence  Other \_\_\_\_\_

Type of Construction:  Steel  Wood  Manufactured  Other \_\_\_\_\_

Mobile Home:  New  Used Year Built: \_\_\_\_\_ Pueblo County Zoning Code: **R-2** CCMD Zoning Code: \_\_\_\_\_

Floor Area Square Footage: **1600** Square Footage Required by Covenants: **1250 Sq Ft**

**REQUIRED ITEMS: Before CCAAC will proceed with process ALL required items must be completed!**

- (All requests) Approved Plot Plan Drawn to Scale from Pueblo County Planning and Zoning (see back)
- City/County Approved Water and Sewage Access (New Construction) see back
- Approved Road Access to property. Pueblo County Road or CCMD Road – County Road
- Property Line Staked Out Corners
- Foundation Plan and Building Staked Out **Before** Excavation
- One (1) copy of Blue Print and One (1) Electronic Copy sent to [colocityreception@ghvalley.net](mailto:colocityreception@ghvalley.net)
- Elevations – Front, Back and Sides
- Exterior Color Scheme, Type of *Siding* and *Roofing Materials* Must be indicated
- Location of Improvements (*Porches, Decks, Garages, Carports, Driveways, Accessory Buildings, Landscaping*)
- Re-Roofing / Exterior Remodel/Paint - Residence and/or Garage
- Garages and Accessory Buildings must have distance between buildings
- Fence – Type of Materials, Height and Locations

*PAID  
BY New \$200.00  
CK # 2855*

**I have read and agree to abide by the unit's protective covenants for which this application is submitted:**

Property Owner's or Contractor's Signature *Randy Devey* Date 11-20-24

**This application will not be accepted until you read and sign on reverse.**

**CONDITIONS APPLYING TO THIS APPLICATION**

- It is clearly understood that the granting of architectural approval does not relieve the owner or building of compliance with Pueblo County Zoning Resolutions and/or Building Codes and Subdivision Regulations; it is also understood that the construction shall commence within 90 days of Colorado City Metropolitan District (CCMD) approval. Actual construction period shall not exceed 180 days without committee approval. Failure to comply with these time limitations automatically terminates CCMD approval. Any changes made to the submitted plans, either before or during construction, must be approved by CCAAC and CCMD. Changes must comply with covenants. Copies of the covenants are available at the Colorado City Metropolitan District office or at [www.colorado.gov/coloradocitymetro](http://www.colorado.gov/coloradocitymetro).
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- Pueblo County Planning & Zoning requires that all property changes and improvements must be recorded.
- CCAAC meets every Thursday. After reviewing plans and specifications, CCAAC may approve the submitted plans by the next regular meeting (providing all requirements have been met). The Committee will retain one {1} set of approved plans. Incomplete applications will not be placed on a meeting agenda but will be returned to property owners for completion of missing information.
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- **CCAAC is not responsible for any monetary losses you incur;** therefore, you are encouraged to obtain approval before proceeding with construction or purchases affected by this application.

**CCAAC Fee Schedule**

**Please note that a check or money order for the appropriate amount must be included with your application**

<input type="checkbox"/> Commercial/Industrial	\$400.00
<input type="checkbox"/> Multifamily Residential	\$300.00
<input type="checkbox"/> New Single Family Residential	\$200.00
<input type="checkbox"/> Sheds/Fences/Garages/Carports/Decks	\$40.00
<input type="checkbox"/> CCMD Road Access Permit	\$25.00
<input type="checkbox"/> Cistern/Septic	\$100.00
<input type="checkbox"/> Re-Roofing / Exterior Remodel/Paint	\$25.00
<input type="checkbox"/> Sewer Tap	\$10,000.00
<input type="checkbox"/> Water Tap	\$15,000.00

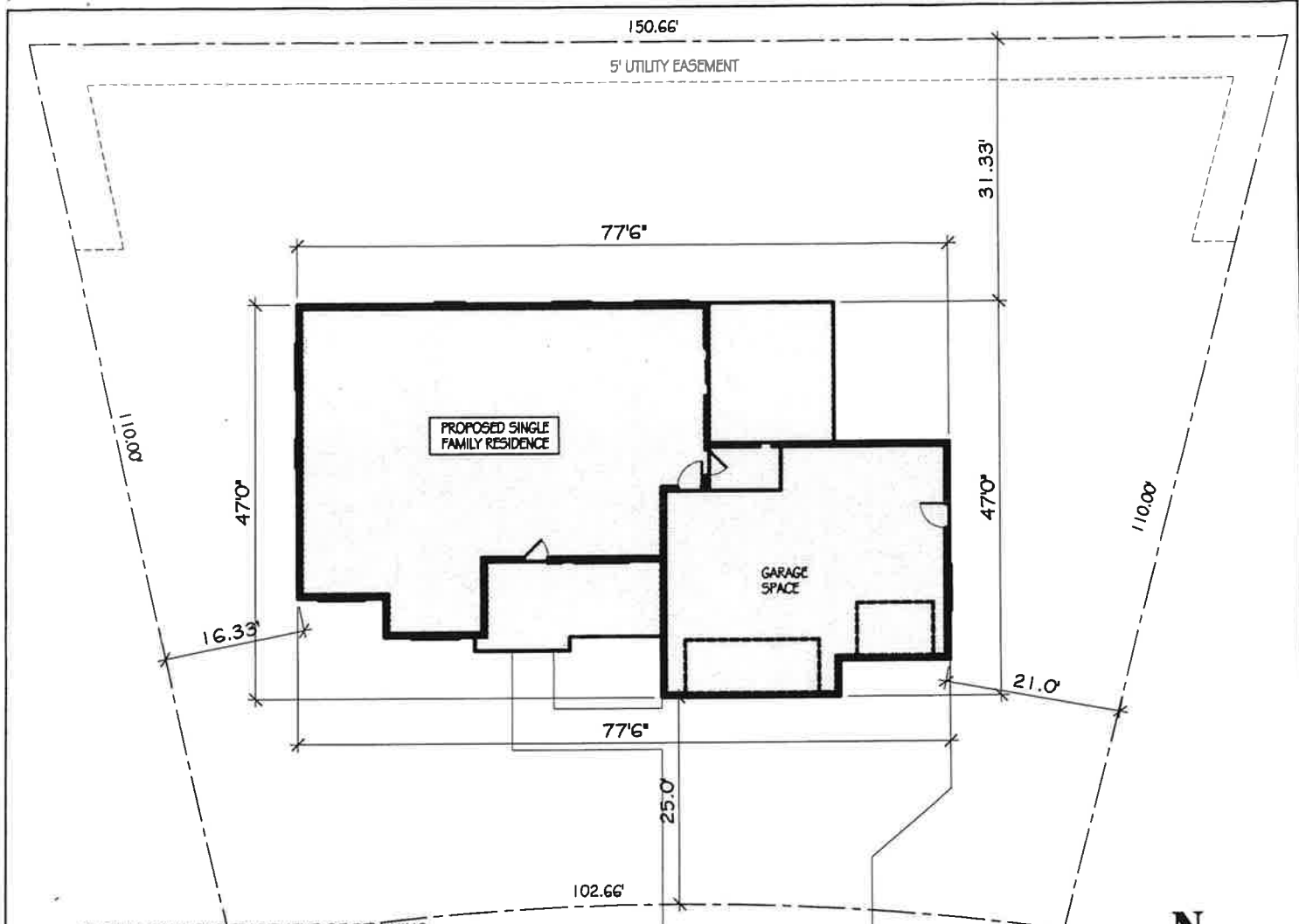
*Handwritten notes:*  
 Road 11/21/24  
 TAP PAID  
 12-27-2023

**Total Fee Amount Paid: \$200.00**

NOTE: A Late Fee amounting to double the original filing fee will be charged if filing application AFTER construction has begun. For instance, if filing after construction of a shed, that amount would be \$80 {\$40 application fee + \$40 late fee} and must accompany application.

**I have read and understand the provisions of this application and understand that incomplete applications will be returned to me for the required information before being considered by CCAAC.**

**Property Owner/Contractor Signature:** Randy Deneget **Date:** 11-26-24



**PUEBLO COUNTY DEPARTMENT OF PLANNING  
AND ZONING CHECKLIST**

INCLUDED	o ASSESSOR'S PARCEL NUMBER	SCHEDULE # 4724201333
INCLUDED	o SQUARE FOOTAGE OF PROPOSED STRUCTURE	MAIN FLOOR LIVING 1600.0' TOTAL UNDER ROOF - 3016.0'
N/A	o SQUARE FOOTAGE OF EXISTING STRUCTURE	N/A
INCLUDED	o STRUCTURE HEIGHT	21'-0" OFF FINISHED GRADE
N/A	o LOCATION & SIZE OF EXISTING FENCES, WALLS	N/A
INCLUDED	o DIMENSIONS OF THE PARCEL	SEE PLOT
INCLUDED	o EASEMENTS/BUILDING SETBACK LINES	SEE PLOT
INCLUDED	o LEGAL DESCRIPTION	PARCEL A LOT LINE VACATION 2020-017
INCLUDED	o ADDRESS OF PROPERTY	4727 HICKLIN DR. (COLORADO CITY) COLORADO
N/A	o STREET NAME AND ADJACENT STREET	N/A
INCLUDED	o NORTH ARROW	SEE PLOT
INCLUDED	o ALL LOCATIONS & DISTANCES TO PROP. STRUCTURES	SEE PLOT
N/A	o LOCATION & DISTANCES TO EXISTING STRUCTURES IF APPL.	N/A

**4727 HICKLIN DR. (COLORADO CITY) COLORADO**

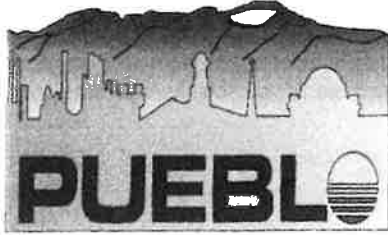
**PLOT PLAN**  
SCALE: 1" = 20.0'

BUILDER/OWNER:	ANTRIM ASSOCIATES- THE MARTINEZ - MCGRAW RESIDENCE
DATE:	11-2024
ADDRESS:	4727 HICKLIN DR. (COLORADO CITY) COLORADO
LEGAL DESCRIPTION:	PARCEL A LOT LINE VACATION 2020-017 SCHEDULE # 4724201333

ATT. DAVE WEHRICH  
702 POLK STREET  
PUEBLO, COLORADO 81004  
(719) 299-4784 fax  
(719) 240-9468 cell  
(719) 744-0544 office  
EMAIL-dave@advanceddb.com  
EMAIL-david.wehrich@yahoo.com







Regional Building Department  
 830 N Main St Suite 100  
 Pueblo CO 81003  
 719-543-0002 Fax 719-543-0062  
[www.rbrd.com](http://www.rbrd.com)

Check the status online using



smartphone:

Routing # 24-16507

Submitted on:  
 11/21/2024

**Required Agency Approvals - Project Routing**

Owner: ORTIZ MELVIN Contractor: Antrim and Associates  
 Job Address: 4727 Hicklin Drive, Colorado City, CO 81019 Project: 101 New Residence  
 CO SIZE=  
 Parcel: 4724201333 Notes: 1600 Sq Ft Residence with full basement and 3 car Garage  
 Legal: PARCEL A LOT LINE VACATION NO. 2020-017 FORMERLY # 47-242-01-011 & 315

It is the responsibility of the applicant for this permit to secure the required approvals from the indicated agencies. This must be accomplished prior to the issuance of any permits. Routing requests are valid for up to 180 days from date of issue or last approval of a governmental agency. If applicable property must not be used or occupied prior to obtaining a certificate of occupation.

**Please Note: This routing sheet was issued online. If, upon review by the department, we find any discrepancy regarding the details of the scope of the work being done, this form may become void.**

Agency	Date	For Permit Signed	Comments
The below Agencies Sign via an online system please contact them for more information.			
<b>County Planning</b> 201 W. 8th Street 8:00 a.m. to 5:00 p.m.- Monday - Friday- excluding Holidays	Awaiting Approval 719-583-6100	All Zoning Authorization Requests need to be submitted through the new OpenGov on-line portal at <a href="https://pueblountyco.viewpointcloud.com/">https://pueblountyco.viewpointcloud.com/</a>	
<b>County Roads and Bridges</b> 33601 E. UNITED AVE. Closed Friday - email <a href="mailto:accesspermits@pueblounty.us">accesspermits@pueblounty.us</a> <a href="https://pueblountyco.viewpointcloud.com/">https://pueblountyco.viewpointcloud.com/</a>	Awaiting Approval 719-583-6040	Please Contact the agency for additional information or send routing number with your contact information to <a href="mailto:accesspermits@pueblounty.us">accesspermits@pueblounty.us</a> <a href="https://pueblountyco.viewpointcloud.com/">https://pueblountyco.viewpointcloud.com/</a>	
<b>Colorado City Metro</b> 4495 BENT BROTHERS BLVD. 7:30am - 4pm Monday- Thursday, 7:30am - 1pm Frida	Awaiting Approval 719-676-3396	Please Contact the agency for additional information on applications, required documents, and applicable fees at 719-676-3396.	
<b>Rye Fire</b> 4495 BENT BROTHERS BLVD. 8AM - 5PM Monday-Friday	Awaiting Approval 719-671-3522	Please Contact the agency for additional information on applications, required documents, and applicable fees.	
<b>San Isabel</b> 781 E. Industrial Blvd. Monday - Friday 8 AM - 5 PM	Awaiting Approval 719-547-2160	Please Contact the agency for additional information on applications, required documents, and applicable fees.	

**Pueblo Health Dept. Septic**

101 W. 9th STREET

Monday-Friday

Awaiting Approval

719-583-4307

Health Dept. approval is required on a variety of projects including septic systems, food service, schools, demolitions. Please visit <https://county.pueblo.org/public-health/services>. One of our staff will reach out to you shortly regarding your application.

N197

CCAAC New Build Inspection Report

Date Inspected: 12-31-24

Inspected by: RANDY DEVENPORT

Zoned R# Lot 979 Unit: 1 Parcel #: 4723101296

Owner: DOUNNA JEAN PERRY Phone: \_\_\_\_\_

Physical Address: 5157 HICKLIN DRIVE

Minimum Sq. Ft. Required 1250 Actual build sq. Ft. 1670

Lot size: \_\_\_\_\_ sq. ft. % can be covered \_\_\_\_\_ Covered % \_\_\_\_\_

Colorado City Covenants reviewed? Yes No

	Question	Approved	
Structure: _____	?	<u>Yes</u>	No
Form: _____	?	<u>Yes</u>	No
Texture: _____	?	<u>Yes</u>	No
Color: _____	?	<u>Yes</u>	No
Ext. Appurtenances _____	?	<u>Yes</u>	No
Property lines Marked? _____		<u>Yes</u>	No
Structure lines Marked? _____		<u>Yes</u>	No

Property Set Backs

Required	Actual		Required	Actual	
Front: <u>25</u>	<u>25</u>	<u>Pass</u> / Fail	Rear: <u>15</u>	<u>20</u>	<u>Pass</u> /
Fail					

Side: 5/5 10/10 Pass / Fail CCAAC member: Approved / Disapproved

Information / corrections Required on: \_\_\_\_\_ for final approval

CCAAC Member Signature Randy Devenport

Additional Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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## Colorado City Declaration of Protective Covenants:

Said Conditions: *What can be inspected.*

7. That any building erected upon any of said lots shall be approved prior to construction by an Architectural Committee appointed by Declarant, or successors appointed by them, in Pueblo, Colorado, or at such other place as may be designated by the Declarant. The Architectural Committee, in passing on any requests for approval, shall consider the ***Location (set backs), Texture, Color, and Exterior Appurtenances***

### ***Pueblo County Code - Title 17***

**Set Backs:** General - based on zoning

17.24.090. (Front yard) Except as provided in 17.120.020, buildings shall be set back not less than **twenty-five (25) feet from the front property line**

17.24.100. (Side yard) A principal structure shall provide **total side yards of not less than fifteen (15) feet with not less than five (5) feet won one side**, and, except as provided in Section 17.120.020, an accessory building shall be set back from the side lot line **at least five (5) feet.**

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Note: Section 17.120 covers 'Supplementary Regulations' and references **Agricultural One, Two, Three and Four Zone Districts.**



RECEIVED  
OCT 30 2024  
Initial: AD

ENTERED  
OCT 30 2024  
Initial: AD  
2020  
2020

Colorado City Architectural Advisory Committee  
P.O. Box 20229  
Colorado City, Colorado 81019  
719 676-3396 [colocityccaac@ghvalley.net](mailto:colocityccaac@ghvalley.net)

Application will be considered for review only if it has been fully completed, and received at the Colorado City Metropolitan District office or mailed to and received at the above address by 3pm on the Wednesday prior to the next regular meeting. All applications must be accompanied by a check or money order made out to "CCAAC" in the amount appropriate to the fee schedule featured on the back of this application.

Property Owner: Donna Ann Perry  
Mailing Address: 501 E. Datura #2 Email: Donna.Perry3@Hotmail.com  
City: Pueblo West State: CO ZIP: 81007 Telephone: 203-203-4411  
Property Address: 5157D Hicklin Dr Colorado City CO 71019  
City: Colorado City State: CO ZIP: 81019 Lot 979 Unit 1 Parcel# 4723101296

**CONTRACTOR** 5157 Hicklin Dr  
Contractor: Big & Wide MHS Alex Thompson  
Mailing Address 10W W. EL NIDO DR Email Alex.Thompson@bigAndWideMHS.com  
City Pueblo West State CO Zip 81007 Telephone 719-744-9508 License # CO1544

Requested Approval for:  Commercial Building  Residence  Garage  Shed  Fence  Other \_\_\_\_\_

Type of Construction:  Steel  Wood  Manufactured  Other \_\_\_\_\_

Mobile Home:  New  Used Year Built: 2014 Pueblo County Zoning Code: \_\_\_\_\_ CCMD Zoning Code: \_\_\_\_\_

Floor Area Square Footage: 1,670 Square Footage Required by Covenants: \_\_\_\_\_

**REQUIRED ITEMS: Before CCAAC will proceed with process ALL required items must be completed!**

- (All requests) Approved Plot Plan Drawn to Scale from Pueblo County Planning and Zoning (see back)
- City/County Approved Water and Sewage Access (New Construction) see back
- Approved Road Access to property. Pueblo County Road or CCMD Road \_\_\_\_\_
- Property Line Staked Out Corners
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- Elevations – Front, Back and Sides
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- Location of Improvements (Porches, Decks, Garages, Carports, Driveways, Accessory Buildings, Landscaping)
- Re-Roofing / Exterior Remodel/Paint - Residence and/or Garage
- Garages and Accessory Buildings must have distance between buildings
- Fence – Type of Materials, Height and Locations

**I have read and agree to abide by the unit's protective covenants for which this application is submitted:**

Property Owner's or Contractor's Signature \_\_\_\_\_ Date \_\_\_\_\_

**This application will not be accepted until you read and sign on reverse.**

**CONDITIONS APPLYING TO THIS APPLICATION**

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**RECEIVED**  
OCT 30 2024

**CCACC Fee Schedule**

Please note that a check or money order for the appropriate amount must be included with your application

<input type="checkbox"/> Commercial/Industrial	\$400.00
<input type="checkbox"/> Multifamily Residential	\$300.00
<input checked="" type="checkbox"/> New Single Family Residential	\$200.00
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<input type="checkbox"/> CCMD Road Access Permit	\$25.00
<input type="checkbox"/> Cistern/Septic	\$100.00
<input type="checkbox"/> Re-Roofing / Exterior Remodel/Paint	\$25.00
<input checked="" type="checkbox"/> Sewer Tap	\$10,000.00
<input checked="" type="checkbox"/> Water Tap	\$15,000.00

Initial: \_\_\_\_\_  
 ck @mth #479908  
 \$200.00  
 ck - cmth # 479908  
 \$20,000.00  
 Add'l ck for  
 5K on way  
 [Signature]

**Total Fee Amount Paid:** \$25,200.00

NOTE: A Late Fee amounting to double the original filing fee will be charged if filing application AFTER construction has begun. For instance, if filing after construction of a shed, that amount would be \$80 (\$40 application fee + \$40 late fee) and must accompany application.

**I have read and understand the provisions of this application and understand that incomplete applications will be returned to me for the required information before being considered by CCAAC.**

**Property Owner/Contractor Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**SITE PLAN:**

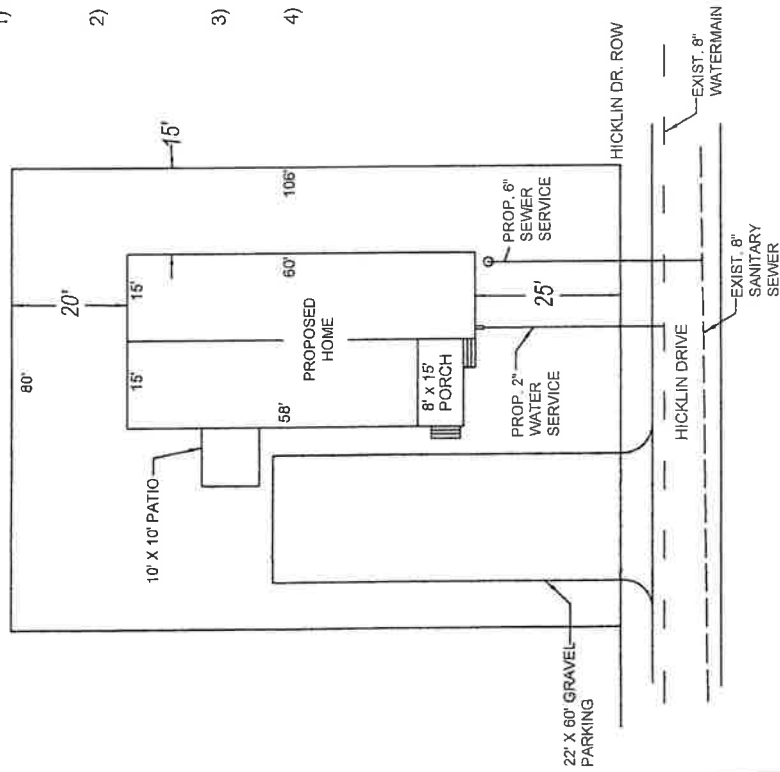
TBD HICKLIN DRIVE  
COLORADO CITY, COLORADO 81019  
PARCEL #: 4723101296



SCALE: 1" = 30'

GENERAL NOTES:

- 1) Potable water to be provided from 8-inch main in Hicklin Drive.
- 2) Sanitary sewer service to be provided from existing 8-inch main in Hicklin Drive.
- 3) Power to be provided from overhead electric in ROW.
- 4) Zoning of Lot = R-2  
Front setback = 25'  
Side setback = 5'  
Rear setback = 15'



Anthony Acri, P.E. 42044



**KING FISHER ENGINEERING, INC.**

3095 Little Turkey Creek Rd, Suite A  
Colorado Springs, CO 80926  
(719) 600-9840

JOB NO.: 1-Hicklin-Clayton  
PAGE: 1 OF 1

DATE: 9-28-2024  
REVISIONS:

OWNER: Donna Perry

PROJECT DESCRIPTION: Site Plan - Hicklin Dr.

LOCATION: TBD Hicklin Drive  
Colorado City, CO 81019

PARCEL #: 4723101296

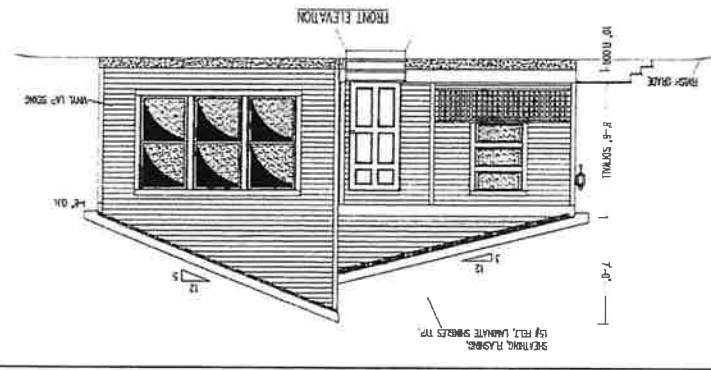
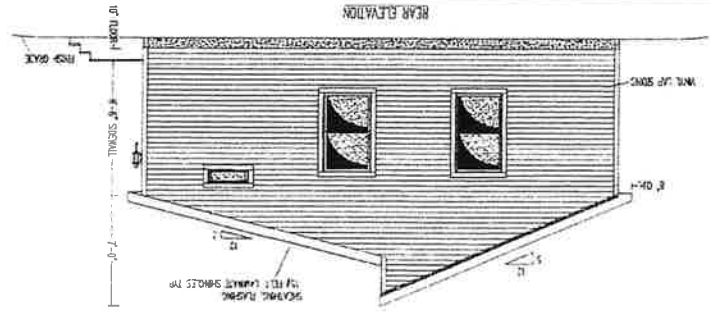


8A

SKYLINE  
ELEVATION PLAN - SKYLINE

DATE	BY	REVISION

SKYLINE  
ELEVATION PLAN - SKYLINE





CCAAC New Build Inspection Report

N 184

Date Inspected \_\_\_\_\_

Inspected by: RANDY D. EVERETT

Zoned R-2 Lot 9.31 Unit: 1

Parcel #: 4724201089

Owner: 4 ACES DEVELOPMENT GROUP LLC Phone: 608-405-2631

Physical Address: 4828 HICKLIW DRIVE

Minimum Sq. Ft. Required 720 Actual build sq. Ft. 1342

Lot size: \_\_\_\_\_ sq. ft. Colorado City Covenants reviewed? Yes No

	Question	Approved
Structure: _____	?	Yes No
Form: _____	?	Yes No
Texture: _____	?	Yes No
Color: _____	?	Yes No
Ext. Appurtenances: _____	?	Yes No
Property lines Marked? _____	?	Yes No
Structure lines Marked? _____	?	Yes No

Property Set Backs

	Required	Actual		Required	Actual	
Front:	<u>25</u>	<u>26</u>	<u>Pass</u> / Fail	Rear:	<u>15</u>	<u>20</u> <u>Pass</u> / Fail
Side:	<u>5/5</u>	<u>22/17</u>	<u>Pass</u> / Fail			

Information / Corrections Required For Final Approval:

Approved / Disapproved - CCAAC Member Signature Randy D. Everett

Additional Notes: \_\_\_\_\_

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Note: Section 17.120 covers 'Supplementary Regulations' and references **Agricultural One, Two, Three and Four Zone Districts,**.



N184

ENTRUSTED JUN 04 2024

RECEIVED JUN 04 2024 Initial: all

Colorado City Architectural Advisory Committee  
P.O. Box 20229  
Colorado City, Colorado 81019  
719-676-3396 [colocityreception@ghvalley.net](mailto:colocityreception@ghvalley.net)

Initial: SLO

Application will be considered for review only if it has been fully completed and received at the Colorado City Metropolitan District office or mailed to and received at the above address by 3pm on the Wednesday prior to the next regular meeting. All applications must be accompanied by a check or money order made out to "CCAAC" in the amount appropriate to the fee schedule featured on the back of this application.

Property Owner: 4Aces Development Group, LLC

Mailing Address: 45 S COLORADO BLVD

Email [BKane@Trulinklending.com](mailto:BKane@Trulinklending.com)

City: Denver State: CO ZIP: 80246

Telephone: 608-405-2631

Property Address: 4828 Hicklin Dr.

City: Colorado City State: CO ZIP: 81019 Lot 931 Unit 1 Parcel# 4724201089

PAY TO JUN 04 2024 BY SLO CC 239666746 #20006

CONTRACTOR

Contractor: Better By Design, LLC

Mailing Address 66 N. Laser Dr. Email [GHall105@icloud.com](mailto:GHall105@icloud.com)

City: Pueblo West State: CO Zip: 81019 Telephone: 520-979-7745 License # 0013664

Requested Approval for:  Commercial Building  Residence  Garage  Shed  Fence  Other \_\_\_\_\_

Type of Construction:  Steel  Wood  Manufactured  Other \_\_\_\_\_

Mobile Home:  New  Used Year Built: 2024 Pueblo County Zoning Code: R-2 CCMD Zoning Code: R-2

Floor Area Square Footage: 1342 Square Footage Required by Covenants: 720

REQUIRED ITEMS for submittal of application:

- Approved Pueblo County Planning Forms (New Construction)
- City/County Approved Water and Sewage Access (New Construction) see back
- Accurate Setbacks with Plot Plan Drawn to Scale (include easements) (from Planning/Zoning approval)
- Property Line Staked Out Corners
- Foundation Plan and Building Staked Out **Before** Excavation
- One (1) copy of Blue Print and One (1) Electronic Copy sent to [colocityreception@ghvalley.net](mailto:colocityreception@ghvalley.net)
- Elevations -- Front, Back and Sides
- Exterior Color Scheme, Type of *Siding* and *Roofing Materials* Must be indicated
- Location of Improvements (*Porches, Decks, Garages, Carports, Driveways, Accessory Buildings, Landscaping*)
- Remodel Residence / Re-Roof Residence and/or Garage
- Garages and Accessory Buildings must have distance between buildings
- Fence -- Type of Materials, Height and Locations

I have read and agree to abide by the unit's protective covenants for which this application is submitted:

Property Owner's or Contractor's Signature \_\_\_\_\_ Date 6/3/24

This application will not be accepted until you read and sign on reverse.

**CONDITIONS APPLYING TO THIS APPLICATION**

- It is clearly understood that the granting of architectural approval does not relieve the owner or building of compliance with Pueblo County Zoning Resolutions and/or Building Codes and Subdivision Regulations; it is also understood that the construction shall commence within 90 days of Colorado City Architectural Advisory Committee (CCAAC) approval. Actual construction period shall not exceed 180 days without committee approval. Failure to comply with these time limitations automatically terminates CCAAC approval. Any changes made to the submitted plans, either before or during construction, must be approved by CCAAC; or applying to the owner's unit. Copies of the covenants are available at the Colorado City Metropolitan District office or at [www.colorado.gov/coloradocitymetro](http://www.colorado.gov/coloradocitymetro).
- New Construction must purchase water and sewer within 60 days after application approval. If septic and/or a cistern is being used on the building site, the Pueblo County Health Department must approve in writing that these sources qualify under Pueblo County Health Codes.
- Preliminary plans should be brought before CCAAC for approval. One (1) complete set of plans and specifications for construction, including all required items listed on the opposite side of this page, must be submitted for approval. Drawings must be professionally prepared and acceptable for the Pueblo Regional Planning Department.
- CCAAC meets the first and last Tuesdays of each month. After reviewing plans and specifications, CCAAC will approve the submitted plans by the next regular meeting (providing all requirements have been met). The Committee will retain one {1} set of approved plans. Incomplete applications will not be placed on a meeting agenda but will be returned to property owners for completion of missing information.
- Construction must not commence until you have received a Letter of Approval from CCAAC. As stated above, omissions of any information will delay the approval process. All construction must be confined to the lot listed or the reverse side of this document. Greenbelts and adjacent lots must not be used as access or storage during construction.
- **CCAAC is not responsible for any monetary losses you incur;** therefore, you are encouraged to obtain approval before proceeding with construction or purchases affected by this application.

**CCACC Fee Schedule**

Please note that a check or money order for the appropriate amount must be included with your application

Commercial/Industrial	\$400.00
Multifamily Residential	\$300.00
New Single Family Residential	\$200.00
Sheds/Fences/Garages/Carports/Decks	\$ 40.00
Remodeling Residential	\$ 50.00
Re-Roofing	\$ 25.00
Sewer Tap	\$8,250.00
Water Tap	\$8,250.00

NOTE: A Late Fee amounting to double the original filing fee will be charged if filing application AFTER construction has begun. For instance, if filing after construction of a shed, that amount would be \$80 (\$40 application fee + \$40 late fee) and must accompany application.

**I have read and understand the provisions of this application and understand that incomplete applications will be returned to me for the required information before being considered by CCAAC.**

Property Owner/Contractor Signature:  Date: 6-3-24

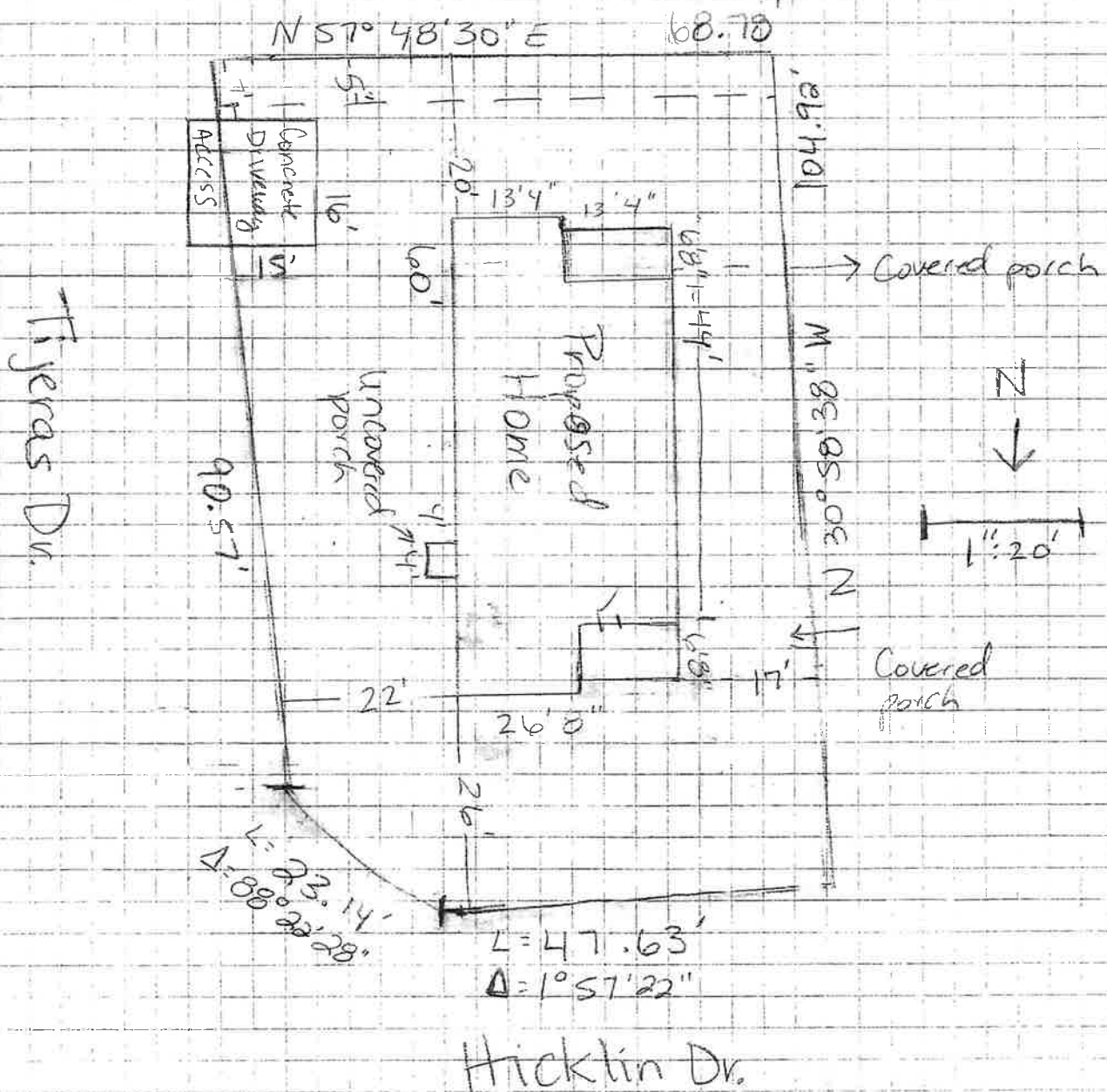
Owner: 4 Aces Development Group LLC

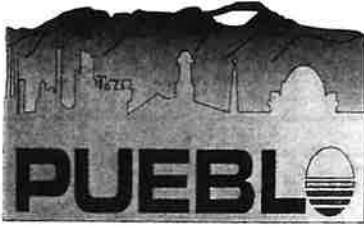
Address: 4828 Hicklin Dr.  
Colorado City, CO 81019

Legal #: Lot 931 Unit 1 Colorado City Amended

Parcel #: 4724201089

ZONING AUTHORIZED FOR BUILDING PERMIT  
PUEBLO COUNTY DEPARTMENT OF PLANNING AND DEVELOPMENT  
R-2 6-3-24 *dyo*  
ZONE DATE DIRECTOR REPRESENTATIVE  
COMMENTS:





Regional Building Department  
 830 N Main St Suite 100  
 Pueblo CO 81003  
 719-543-0002 Fax 719-543-0062  
[www.prbd.com](http://www.prbd.com)

Routing #: **24-14694**

2024-05-22

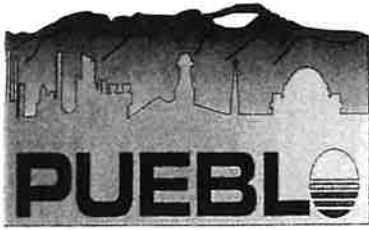
**Required Agency Approvals - Project Routing**

Owner: 4ACES DEVELOPMENT GROUP LLC Contractor:  
 Job Address: 4828 Hicklin Dr. Colorado City CO 81019 Project: 781 Manufactured Home  
 CO SIZE=  
 Parcel: 4724201089 Notes: New SFR Manufactured  
 Legal: LOT 931 UNIT 1 COLORADO CITY AMENDED

It is the responsibility of the applicant for this permit to secure the required approvals from the indicated agencies. This must be accomplished prior to the issuance of any permits. This property must not be used or occupied prior to obtaining a final inspection.  
**Please Note: This routing sheet was issued online. If, upon review by the department, we find any discrepancy regarding the details of the scope of the work being done, this form may become void.**

**For Permit**

Agencies	Approved By
<b>County Planning</b> - Approved <b>San Isabel</b> - Pending <b>Treasurer</b> - Pending <b>Assessor</b> - Pending	<b>County Planning</b> - Denise OHara - 06/03/2024
<b>Comments:</b>	
<b>County Planning</b> Denise OHara 06/03/2024 -  <b>San Isabel</b> Candace Alfonso 05/22/2024 - Please contact SIEA MSR to sign up for new service 7195472160	



Regional Building Department  
 830 N Main St Suite 100  
 Pueblo CO 81003  
 719-543-0002 Fax 719-543-0062  
[www.prbd.com](http://www.prbd.com)

Check the status online using



smartphone:

Routing # 24-14694

Submitted on:  
 05/22/2024

**Required Agency Approvals - Project Routing**

Owner:	4ACES DEVELOPMENT GROUP LLC	Contractor:	BETTER BY DESIGN, LLC
Job Address:	4828 Hicklin Dr. Colorado City CO 81019	Project:	781 Manufactured Home
	CO SIZE=		
Parcel:	4724201089	Notes:	New SFR Manufactured
Legal:	LOT 931 UNIT 1 COLORADO CITY AMENDED		

It is the responsibility of the applicant for this permit to secure the required approvals from the indicated agencies. This must be accomplished prior to the issuance of any permits. Routing requests are valid for up to 180 days from date of issue or last approval of a governmental agency. If applicable property must not be used or occupied prior to obtaining a certificate of occupation.

**Please Note: This routing sheet was issued online. If, upon review by the department, we find any discrepancy regarding the details of the scope of the work being done, this form may become void.**

Agency	Date	For Permit Signed	Comments
The below Agencies Sign via an online system please contact them for more information.			
<b>County Planning</b> 229 W. 12th Street 8:00 a.m. to 5:00 p.m.- Monday - Friday- excluding Holidays	Awaiting Approval 719-583-6100	All Zoning Authorization Requests need to be submitted through the new OpenGov on-line portal at <a href="https://pueblocountyco.viewpointcloud.com/">https://pueblocountyco.viewpointcloud.com/</a>	
<b>San Isabel</b> 781 E. Industrial Blvd. Monday - Friday 8 AM - 5 PM	Awaiting Approval 719-547-2160	Please Contact the agency for additional information on applications, required documents, and applicable fees.	
<b>Pueblo Health Dept. Septic</b> 101 W. 9th STREET Monday-Friday	Awaiting Approval 719-583-4307	Health Dept. approval is required on a variety of projects including septic systems, food service, schools, demolitions. Please visit <a href="https://county.pueblo.org/public-health/services">https://county.pueblo.org/public-health/services</a> . One of our staff will reach out to you shortly regarding your application.	





## Colorado City Metropolitan District

### PUBLIC NOTICE BOARD OF DIRECTORS STUDY SESSION

A study session for the Board of Directors of the Colorado City Metropolitan District will be held Tuesday November 12, 2024, beginning at 6:00 p.m.

1. Draft Budget for 2025 – Attached.

Mr. Gross stated staff did a good job of putting together, before panel and supervisors even reviewed. Mr. Collins stated that starting pay and increase in pay for field staff needs to be reviewed, so as to retain current employees and hire new best qualified staff at acceptable pay levels for various positions. Review pay charts for licenses at all levels. Put in the study session for later.

Adjustments are to be made to the budget, as needed.

2. Notice for Public Hearing Budget

Scheduled for December 10<sup>th</sup> to finalize. Notifications already submitted to paper, should be in this week.

3. Engineering Report for North Park Way - received at 4 pm today (11.12.2024)

They have the ability to convert 120 v to 220 v for pit electricity.

Grinder pits on 11/13 @ 48/49 N Parkway

Proposal incomplete, various items not listed (house electricity)

Insurance needed.

Finalize for board meeting on 11.26.2024.

Work can't be done w/them until December 2 (prior commitments). Do they have grinders ready to go? - yes.

Mr. Eccher – have 1 changed out right now! We can do it without a larger pit – solve electrical issues & move forward! 25K total.

4. Main Line Extensions on Algonquin Letter of intent

Water/Sewer at 4 way – need manhole/fire hydrant (10 lots for development) on the cul-de-sac.

No tap fee to be accessed on the homes as Atencio paying for extension of main line. Lots owned, zoned for multi-family (R4)

Need “OK” from board to move forward, before bonding.

5. Road Policy

Carolyn is still working on it. We should have it by the next meeting on November 26<sup>th</sup>.

6. Covenant policy

Red line version in board packet. Gives District Manager approval, but Mr. Eccher would like the board to approve.

Remove anonymous on line 2 (b)? Mr. Collins states its complainant should be listed, as the accused has a right to face their accuser.

Have CCAAC review the red lined copies and comment. We could approve 24-1267 without fines for now, and add them later if deemed necessary, or vise verse.

At the next meeting have Carolyn and Mr. Smith review and comment.

7. CCAAC Reviews

Taos – which way front door faces? It appears size under the roof is incorrect for that Unit, does not show at least 1800 sq ft.

Barela Ln – Duplex explained – Mr. Eccher explained why the front is facing this direction (due to sewer lines crossing property)

8. READING BY CHAIRPERSON OF THE STATEMENT OF CONDUCT AND DEMEANOR.

9. CITIZENS INPUT

Bob Smith – last month – sent to Regional Zoning as check list for CCAAC website for permits – hopefully have approval (uploaded to site) by next meeting.

24-1267 – Covenants – Bob has written plan for it and submitted previously. Mr. Davis stated to add to the agenda – to make motion & public hearing on it.



Marla Nugent – comments on grinder pump route for sewer blockage issue: she states doing 13 up and 2 down below. Does her lawn need to be torn up? Can other grinders/pumps be done prior to see if it helps?

Amanda Atencio – extension of main line: road will need improvement in the cul-va-sac. Will have homeowner/contractor bid & will have Metro review prior. Cost is approx. \$200 per linear foot (approx. 250 ft). Water/Sewer lines to lots # 14 & 15 with 8" line, single svc tap & manhole require.

COLORADO CITY METROPOLITAN DISTRICT

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Neil Elliot, Chairman

ATTEST:

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Sarah Hunter, Board Member

These minutes are not verbatim to the meeting and should not be considered a complete record of all discussions during the meeting. For complete proceedings and statements, please refer to the video or audio recording of the meeting.

## BOARD OF DIRECTORS REGULAR MEETING

A regular meeting of the Board of Directors of the Colorado City Metropolitan District will be held Tuesday, November 12, 2024, beginning at 6:48 p.m.

1. **CALL TO ORDER.**
2. **PLEDGE OF ALLEGIANCE.**
3. **MOMENT OF SILENT REFLECTION.**
4. **QUORUM CHECK**

Chairperson Neil Elliot  
Treasurer Sarah Hunter  
Secretary/Co-Chair, Clint Gross  
Director Greg Collins  
Director Ray Davis

Also in Attendance:

Jim Eccher, District Manager  
Cristy Adams, Finance Manager  
Sandi Oglesby, Reception/AR  
Gary Golladay – Water/Sewer  
Greg Bailey – Water/Sewer

### 5. **APPROVAL OF THE AGENDA**

Mr. Davis motioned to approve the agenda. Mr. Collins seconded the motion. Vote called. All board members approved.

### 6. **APPROVAL OF MINUTES.**

Regular Meeting October 29, 2024  
CCACC Minutes October 29, 2024

Mr. Gross motioned to approve the agenda with correction regarding the CCAAC vote, add a No vote for Mrs. Hunter. Mr. Davis seconded the motion. Vote called. All board members approved.

### 7. **BILLS PAYABLE.**

Mr. Gross motioned to approve the bills. Mr. Davis seconded the motion. Discussion:

GMAC – Engineering work, supplemental tanks. Chairman Elliot not in favor of paying this bill, they are way over budget.

Paving Company invoice- for paving Alonda (from a water line break). Also repaired Lunar and North Park, road repairs and paving. No longer holes filled in with just dirt.

Vote called. Four yes votes, Chairman Elliot voted no. Approved to pay the bills.

8. **FINANCIAL REPORT. – N/A**

9. **OPERATIONAL REPORT.** - Full reports are available on the web site.

Get water invoice # again from Cristy. Per Cristy those are always the second meeting of the month.

a. Beckwith Dam report

Lake levels: 11.1.2024 - 12.6 ft on 11.8.2024 – 13.1 ft

b. Committee Reports Newsletter for Nov?? Clint Gross's turn.

**ATTORNEY Report: Confidential**

10. **AGENDA ITEMS:**

Mainline Extension

**Discussion/Action**

Mr. Gross motion to approve as long as it follows Colorado City guidelines. Mr. Collins seconds the motion.

Discussion: Gary states it should be two lines, 1 tap with a splitter. Utility department to work out.

Vote called. Mainline extension for Atencio is approved.

North Parkway Sewer Bid

**Discussion/Action**

Mr. Davis motioned to approve. Mr. Collins seconded the motion.

Discussion: It should not exceed the amount of 30K, and with the blessing from the engineers.

Vote called. All board members approved.

**CCACC:**

**Discussion/Action**

A. New Construction:

1. 4010 Barela Lane Duplex

Mr. Gross motioned to approve contingent on stick-built construction. Mr. Collins seconded the motion. Vote called. All board members approved.

2. 4813 Taos Drive House

Mr. Collins motioned to table this item, as does not meet size requirement in covenants. Mr. Davis seconded the motion. Vote called. All board members approved the tabled motion.

B. Actions – N/A

- a. 0 First Letters
- b. 0 Second letters
- c. 0 Third letters
- d. 0 Unauthorized Structure

11. OLD BUSINESS.

**Road Resolution** - Next meeting should have information from Carolyn.

**Goals and Achievement Plan** - N/A

**Strategic Plan** – N/A

**Wells Repair** – None, as too muddy from 4-day snowstorm.

**Budget Committee** – Met on November 12 to review.

**North Parkway Water** - water turned off today, November 12. Can we verify if off? Can we go out and confirm? No. Keep an eye on water usage difference in CCMD.

Applewood meters – where is Ayden at on getting bids to contact out? Keep listed under old business until obtained.

Camelot & Rosemont- keep listed under old business. Need status at next meeting.

District Manager meeting monthly with state regarding Water Treatment Plant. Statements made that our proposed plant is bigger than needed for our town size. 3M gallons vs 2M gallons. Discussion if we build smaller changes whole current plans, and if larger needed in future building would have to be demolished and rebuilt, current plans leave room for growth.

AWWA Audit with their software

Goals/Achievements – each Board Member should come up with at least 1 for the new year.

12. NEW BUSINESS:

Mr. Collins - budget/roads. Give him authority to discuss getting water truck services (truck, driver – our water) from Pueblo County to do our roads a few times a year. Horse trade gravel for a John Deer roller for our tractor for gravel prices remaining same price at 10 cents, rather than renegotiate to new current rate for customers at 14 cents. Approved for Mr. Collins to move forward with listed proposal.

Sewer line wrap - Mr. Eccher to get wrap price and ensure work is input into Diamond Maps.

Flush lines? Gary states this is being done on a regular basis already.

Reminder – add to Study Session – review of wages for staff (increase of 10% & review outside staff starting wages and yearly increases)

13. CORRESPONDENCE: - N/A
14. EXECUTIVE SESSION:
15. ADJOURNMENT.

Mr. Collins motions to adjourn the meeting. Mr. Davis seconded the motion. Meeting adjourned at 7:35 p.m.

COLORADO CITY METROPOLITAN DISTRICT

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Neil Elliot, Chairman

ATTEST:

---

Sarah Hunter, Board Member

These minutes are not verbatim to the meeting and should not be considered a complete record of all discussions during the meeting. For complete proceedings and statements, please refer to the video or audio recording of the meeting.



Report Criteria:

Report type: GL detail  
 Check.Type = {<>} "Adjustment"

GL Period	Check Issue Date	Check Number	Payee	Description	Invoice GL Account	Invoice Amount	Check Amount
<b>38226</b>							
11/24	11/22/2024	38226	A1 LLC	Labor Valve adj/WWTP	03-0100-7122	461.36	461.36
11/24	11/22/2024	38226	A1 LLC	Labor /WWTP	03-0100-7122	100.00	100.00
11/24	11/22/2024	38226	A1 LLC	Labor / WTP	02-0100-7122	100.00	100.00
11/24	11/22/2024	38226	A1 LLC	Labor /WWTP	03-0100-7122	100.00	100.00
11/24	11/22/2024	38226	A1 LLC	Labor /WWTP	03-0100-7122	600.00	600.00
11/24	11/22/2024	38226	A1 LLC	Replace deverter valave/WWTP	03-0100-7150	204.00	204.00
Total 38226:							1,565.36
<b>38227</b>							
11/24	11/22/2024	38227	Acorn Petroleum, Inc	OIL/GC	04-0100-7151	375.90	375.90
Total 38227:							375.90
<b>38228</b>							
11/24	11/22/2024	38228	Aqua Smart Inc.	Seaquest/WTP	02-0100-7150	6,028.83	6,028.83
Total 38228:							6,028.83
<b>38229</b>							
11/24	11/22/2024	38229	CenturyLink	Advertising/GC	04-0100-7110	8.88	8.88
Total 38229:							8.88
<b>38230</b>							
11/24	11/22/2024	38230	Cintas (1)	Towels/GCM	04-0201-7155	71.45	71.45
11/24	11/22/2024	38230	Cintas (1)	Towels/GCM	04-0201-7155	71.45	71.45
Total 38230:							142.90
<b>38231</b>							
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing-TSS,Total Metals ICP-MS, Metal	02-0100-7122	100.00	100.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing Ammonia Nitrogen/WWTP	03-0100-7122	20.00	20.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing TOC/WTP	02-0100-7122	37.00	37.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing TOC X5/WTP	02-0100-7122	220.00	220.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing TTHMS-HAA5/WTP	02-0100-7122	220.00	220.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing amm nitro/WTP	03-0100-7122	223.00	223.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing Ammonia Nitrogen/WWTP	03-0100-7122	20.00	20.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing-TSS,Total Metals ICP-MS, Metal	03-0100-7122	100.00	100.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing TOC X5/WTP	02-0100-7122	222.00	222.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing TOC X6/WTP	03-0100-7122	222.00	222.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing Ammonia Nitrogen/WWTP	03-0100-7122	55.00	55.00
11/24	11/22/2024	38231	Colorado Analytical Laboratorie	Testing-TSS,Total Metals ICP-MS, Metal	03-0100-7122	100.00	100.00
Total 38231:							1,539.00
<b>38232</b>							
11/24	11/22/2024	38232	Colorado Golf & Turf	FUSE AND SWITCH/GC	04-0100-7184	281.79	281.79
Total 38232:							281.79

GL Period	Check Issue Date	Check Number	Payee	Description	Invoice GL Account	Invoice Amount	Check Amount
<b>38233</b>							
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	GOLF COURSE/GCM	04-0201-7191	191.86	191.86
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	W&S MAIN SHOP /WTP	03-0100-7191	553.25	553.25
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	W&S MAIN SHOP /WTP	02-0100-7191	553.25	553.25
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	Water Treatment Plant/WTP	03-0100-7191	121.28	121.28
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	Pro Shop/GC	04-0100-7191	678.32	678.32
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	ADMIN/ADM	01-0100-7191	314.23	314.23
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	COLD SPRINGS	02-0100-7191	460.07	460.07
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	Water Treatment Plant/WTP	03-0100-7191	955.85	955.85
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	SWIMMING POOL/POOL	01-0207-7191	70.54	70.54
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	RECREATION CENTER/B	01-0203-7191	176.18	176.18
11/24	11/22/2024	38233	Colorado Natural Gas, Inc.	RECREATION CENTER/A	01-0203-7191	110.30	110.30
Total 38233:							4,185.13
<b>38234</b>							
11/24	11/22/2024	38234	Colorado Rural Water Associati	Annual Membership 12/31/24-2025/Adm	01-0100-7124	320.00	320.00
Total 38234:							320.00
<b>38235</b>							
11/24	11/22/2024	38235	Column Software PBC	Advertising Public Hearing/ADM	01-0100-7110	60.43	60.43
Total 38235:							60.43
<b>38236</b>							
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-001/ADM	01-0100-7141	2,126.35	2,126.35
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-001/WTP	02-0100-7141	240.00	240.00
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-001/ADM	01-6000-7141	30.00	30.00
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-001/ADM	01-0100-7123	72.00	72.00
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-005/ADM	01-0100-7141	105.00	105.00
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-009/WTP	02-0100-7141	462.00	462.00
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-010/ADM	01-0100-7141	72.00	72.00
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-014/WTP	02-0100-7141	660.00	660.00
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-017/GC	04-0100-7141	90.00	90.00
11/24	11/22/2024	38236	DIETZE AND DAVIS, P.C.	Prof MTTR #10949-024/WTP	02-0100-7141	342.00	342.00
Total 38236:							4,199.35
<b>38237</b>							
11/24	11/22/2024	38237	Donald Anzlovar (2)	Reimburse Medical Flexible	01-0000-2231	45.00	45.00
Total 38237:							45.00
<b>38238</b>							
11/24	11/22/2024	38238	Evoqua Water Technologies	1 Tote AKTA/WTP	01-0100-7150	10,224.69	10,224.69
Total 38238:							10,224.69
<b>38239</b>							
11/24	11/22/2024	38239	Falcon Environmental Corporati	Gear Motor, Tubing, O Rings /WWTP	03-0100-7750	490.76	490.76
Total 38239:							490.76
<b>38240</b>							
11/24	11/22/2024	38240	FEDEX	Transport Samples/WTP	02-0100-7150	53.94	53.94
11/24	11/22/2024	38240	FEDEX	Transport Samples/WWTP	03-0100-7150	53.95	53.95



GL Period	Check Issue Date	Check Number	Payee	Description	Invoice GL Account	Invoice Amount	Check Amount
11/24	11/22/2024	38240	FEDEX	Transport Samples/WTP	02-0100-7150	12.94	12.94
11/24	11/22/2024	38240	FEDEX	Transport Samples/WWTP	03-0100-7150	12.94	12.94
Total 38240:							133.77
<b>38241</b>							
11/24	11/22/2024	38241	FilmTec Corporation	Interface Unit/WTP	02-0100-7150	650.00	650.00
Total 38241:							650.00
<b>38242</b>							
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Nov Premium/Adm	01-0000-2230	195.27	195.27
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Nov Premium/GC	04-0000-2230	44.10	44.10
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Nov Premium/GCM	04-0000-2230	72.58	72.58
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Nov Premium/WTP	02-0000-2230	284.31	284.31
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Nov Premium/WWTP	03-0000-2230	223.39	223.39
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Dec Premium/Adm	01-0000-2230	195.27	195.27
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Dec Premium/GC	04-0000-2230	44.10	44.10
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Dec Premium/GCM	04-0000-2230	72.58	72.58
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Dec Premium/WTP	02-0000-2230	284.31	284.31
11/24	11/22/2024	38242	FIRST UNUM LIFE INSURANCE	Dec Premium/WWTP	03-0000-2230	223.39	223.39
Total 38242:							1,639.30
<b>38243</b>							
11/24	11/22/2024	38243	Fleet Supply	Oil Filters/P&R	01-0208-7150	149.26	149.26
Total 38243:							149.26
<b>38244</b>							
11/24	11/22/2024	38244	Gary Golladay	Personal ReimVasaline/WTP	02-0100-7122	19.92	19.92
Total 38244:							19.92
<b>38245</b>							
11/24	11/22/2024	38245	Interstate Chemical Co.	Shiping/WTP	02-0100-7150	103.32	103.32
11/24	11/22/2024	38245	Interstate Chemical Co.	SodiumHypo/WTP	02-0100-7150	507.68	507.68
11/24	11/22/2024	38245	Interstate Chemical Co.	Chemicals-Muriatic Acid 9% 1 totes sod	02-0100-7150	3,392.27	3,392.27
Total 38245:							4,003.27
<b>38246</b>							
11/24	11/22/2024	38246	J & L Services	Toilet Repair/WWTP	03-0100-7122	95.38	95.38
Total 38246:							95.38
<b>38247</b>							
11/24	11/22/2024	38247	Jeremy Wilcox	Repair Fan Heater/Maintenance/GC	04-0100-7184	490.50	490.50
Total 38247:							490.50
<b>38248</b>							
11/24	11/22/2024	38248	Josh Briggs	Safety Reimbursement Boots/P&R	01-0208-7150	200.00	200.00
Total 38248:							200.00

GL Period	Check Issue Date	Check Number	Payee	Description	Invoice GL Account	Invoice Amount	Check Amount
<b>38249</b>							
11/24	11/22/2024	38249	LOWE'S	Shop Tools/WTPM	02-0100-7126	29.42	29.42
11/24	11/22/2024	38249	LOWE'S	Shop Tools/WWTP	03-0100-7150	29.42	29.42
11/24	11/22/2024	38249	LOWE'S	Shop Tools/RDS	01-6000-7150	29.43	29.43
11/24	11/22/2024	38249	LOWE'S	Welder equip/p&r	01-0208-7150	384.83	384.83
11/24	11/22/2024	38249	LOWE'S	Air Comp and Hose/P&R	01-0208-7150	491.07	491.07
Total 38249:							964.17
<b>38250</b>							
11/24	11/22/2024	38250	Metropolitan Life Insurance Co	Dental/Vision-Dec	01-0000-2230	559.74	559.74
Total 38250:							559.74
<b>38251</b>							
11/24	11/22/2024	38251	Michael Reilly	Reimburse for Zip ties, Spark Plugs, Oil	04-0100-7151	153.99	153.99
Total 38251:							153.99
<b>38252</b>							
11/24	11/22/2024	38252	Moses, Wittemyer, Harrison and	Legal Fees-Nov/WTP	02-0100-7141	360.00	360.00
Total 38252:							360.00
<b>38253</b>							
11/24	11/22/2024	38253	PARTS AUTHORITY, LLC	Air Filter, SPARK PLUGS/GCM	04-0201-7150	1,513.80	1,513.80
Total 38253:							1,513.80
<b>38254</b>							
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins-DEC 2024/ADM	01-0000-2230	588.25	588.25
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins-DEC 2024/WTP	02-0100-6310	295.60	295.60
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins-DEC 2024/WTP	02-0000-2230	2,861.06	2,861.06
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins- DEC 2024/WWTP	03-0100-6310	443.40	443.40
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins-DEC 2024/WWTP	03-0000-2230	2,927.92	2,927.92
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins DEC 2024/GC	04-0000-2230	641.17	641.17
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins DEC 2024/GCM	04-0000-2230	641.17	641.17
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins-DEC 2024/RDS	01-6000-6310	188.61	188.61
11/24	11/22/2024	38254	Public Sector Health Care Grou	Health Ins-DEC 2024/P&R	01-0208-6310	91.31	91.31
Total 38254:							8,678.49
<b>38255</b>							
11/24	11/22/2024	38255	Pumps & More LLC	Motor Backwash/WTP	02-0100-7150	1,162.54	1,162.54
Total 38255:							1,162.54
<b>38256</b>							
11/24	11/22/2024	38256	PVS DX INC.	Chlorine 150# Cyl/WTP	02-0100-7152	150.00	150.00
11/24	11/22/2024	38256	PVS DX INC.	Chlorine 150# Cyl/WTP	02-0100-7152	150.00	150.00
11/24	11/22/2024	38256	PVS DX INC.	Chlorine 150# Cyl/WTP	02-0100-7152	150.00	150.00
Total 38256:							450.00
<b>38257</b>							
11/24	11/22/2024	38257	Rampart Supply, Inc.	Bury yard hydrant/WWTP	03-0100-7122	163.48	163.48

GL Period	Check Issue Date	Check Number	Payee	Description	Invoice GL Account	Invoice Amount	Check Amount
Total 38257:							163.48
<b>38258</b>							
11/24	11/22/2024	38258	RJH Consultants, Inc	Final Design Engineering Svc,Progress	02-0000-1815	17,973.28	17,973.28
Total 38258:							17,973.28
<b>38259</b>							
11/24	11/22/2024	38259	Robert Simpson	Reimbursment for Final Billing	19-0000-1991	48.72	48.72
Total 38259:							48.72
<b>38260</b>							
11/24	11/22/2024	38260	Sam's Club Direct	COFFEE AND WATER/ADM	01-0100-7155	.06	.06
Total 38260:							.06
<b>38261</b>							
11/24	11/22/2024	38261	Sandra Oglesby	reimbursment medical Flexible	01-0000-2231	1,620.00	1,620.00
Total 38261:							1,620.00
<b>38262</b>							
11/24	11/22/2024	38262	SeaCrest Group	Biomonitoring Test/WWTP	03-0100-7122	2,476.00	2,476.00
Total 38262:							2,476.00
<b>38263</b>							
11/24	11/22/2024	38263	The Service Center LLC	2014 ford Tow From Lake Beckwith/WTP	02-0100-7184	250.00	250.00
11/24	11/22/2024	38263	The Service Center LLC	02 Chevy Turn Signal Change/WWTP	03-0100-7184	74.57	74.57
Total 38263:							324.57
<b>38264</b>							
11/24	11/22/2024	38264	USA Blue Book	Sludge Judge, Sewer Sweetner/WWTP	03-0100-7150	1,916.42	1,916.42
11/24	11/22/2024	38264	USA Blue Book	Danger and Caution Signs /WTP	02-0100-7150	1,227.12	1,227.12
Total 38264:							3,143.54
<b>38265</b>							
11/24	11/22/2024	38265	WILLIAM E BRUNELLI	t3 JACOBSON Gasket Fuel Pump and L	04-0201-7122	140.00	140.00
Total 38265:							140.00
Grand Totals:							76,581.80

Summary by General Ledger Account Number

GL Account	Debit	Credit	Proof
01-0000-2110	.00	18,419.82-	18,419.82-
01-0000-2230	1,538.53	.00	1,538.53
01-0000-2231	1,665.00	.00	1,665.00
01-0100-7110	60.43	.00	60.43

GL Account	Debit	Credit	Proof
01-0100-7123	72.00	.00	72.00
01-0100-7124	320.00	.00	320.00
01-0100-7141	2,303.35	.00	2,303.35
01-0100-7150	10,224.69	.00	10,224.69
01-0100-7155	.06	.00	.06
01-0100-7191	314.23	.00	314.23
01-0203-7191	286.48	.00	286.48
01-0207-7191	70.54	.00	70.54
01-0208-6310	91.31	.00	91.31
01-0208-7150	1,225.16	.00	1,225.16
01-6000-6310	188.61	.00	188.61
01-6000-7141	30.00	.00	30.00
01-6000-7150	29.43	.00	29.43
02-0000-1815	17,973.28	.00	17,973.28
02-0000-2110	.00	39,562.86-	39,562.86-
02-0000-2230	3,429.68	.00	3,429.68
02-0100-6310	295.60	.00	295.60
02-0100-7122	918.92	.00	918.92
02-0100-7126	29.42	.00	29.42
02-0100-7141	2,064.00	.00	2,064.00
02-0100-7150	13,138.64	.00	13,138.64
02-0100-7152	450.00	.00	450.00
02-0100-7184	250.00	.00	250.00
02-0100-7191	1,013.32	.00	1,013.32
03-0000-2110	.00	12,966.76-	12,966.76-
03-0000-2230	3,374.70	.00	3,374.70
03-0100-6310	443.40	.00	443.40
03-0100-7122	4,736.22	.00	4,736.22
03-0100-7150	2,216.73	.00	2,216.73
03-0100-7184	74.57	.00	74.57
03-0100-7191	1,630.38	.00	1,630.38
03-0100-7750	490.76	.00	490.76
04-0000-2110	.00	5,583.64-	5,583.64-
04-0000-2230	1,515.70	.00	1,515.70
04-0100-7110	8.88	.00	8.88
04-0100-7141	90.00	.00	90.00
04-0100-7151	529.89	.00	529.89
04-0100-7184	772.29	.00	772.29
04-0100-7191	678.32	.00	678.32
04-0201-7122	140.00	.00	140.00
04-0201-7150	1,513.80	.00	1,513.80
04-0201-7155	142.90	.00	142.90
04-0201-7191	191.86	.00	191.86
19-0000-1991	48.72	.00	48.72
19-0000-2110	.00	48.72-	48.72-
Grand Totals:	<u>76,581.80</u>	<u>76,581.80-</u>	<u>.00</u>

Dated: \_\_\_\_\_

Mayor: \_\_\_\_\_

City Council: \_\_\_\_\_

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City Recorder: \_\_\_\_\_

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Report Criteria:

Report type: GL detail

Check.Type = {<>} "Adjustment"

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COLORADO CITY METROPOLITAN DISTRICT  
 COMBINED CASH INVESTMENT  
 OCTOBER 31, 2024

COMBINED CASH ACCOUNTS

19-0000-1105	CASH ON HAND	150.00
19-0000-1106	CASH ON DEPOSIT-COUNTY TREAS	4,346.22
19-0000-1109	CASH IN BANK - BSJ WTP/WWTP	144,303.14
19-0000-1120	CASH IN BANK - PAYROLL	382,928.46
19-0000-1125	CASH IN BANK - AP	( 260,701.21)
19-0000-1128	CASH IN BANK - MONEY MARKET	930,615.42
19-0000-1129	CASH IN BANK - DDA	1,230,248.78
19-0000-1130	CASH IN BANK - FLEXIBLE MEDICA	4,749.57
19-0000-1132	CASH IN BANK - CSAFE CORE	234,693.92
19-0000-1133	CASH IN BANK - CCAAC BANK	18,930.02
19-0000-1134	CASH IN BANK - PAYPAL	1,000.00
19-0000-1135	CASH IN BANK - CSAFE CASH	122,593.54
19-0000-1180	PETTY CASH	300.00
19-0000-1991	UM - CASH CLEARING	( 29,357.53)
	TOTAL COMBINED CASH	2,784,800.33
19-0000-1001	CASH ALLOCATED TO OTHER FUNDS	( 2,649,884.56)
	TOTAL UNALLOCATED CASH	134,915.77

CASH ALLOCATION RECONCILIATION

1	ALLOCATION TO GENERAL FUND	1,082,020.72
2	ALLOCATION TO WATER ENTERPRISE FUND	( 109,494.35)
3	ALLOCATION TO SEWER ENTERPRISE FUND	832,571.72
4	ALLOCATION TO GOLF ENTERPRISE FUND	262,374.35
5	ALLOCATION TO PROPERTY MANAGEMENT FUND	293,481.94
10	ALLOCATION TO CASH HELD FOR LOTTERY - CTF	181,555.48
16	ALLOCATION TO CAPITAL IMPROVEMENTS FUND	65,000.00
	TOTAL ALLOCATIONS TO OTHER FUNDS	2,607,509.86
	ALLOCATION FROM COMBINED CASH FUND - 19-0000-1001	( 2,649,884.56)
	ZERO PROOF IF ALLOCATIONS BALANCE	( 42,374.70)

COLORADO CITY METROPOLITAN DISTRICT

BALANCE SHEET

OCTOBER 31, 2024

GENERAL FUND

ASSETS		LIABILITIES AND EQUITY	
CASH ALLOCATED FROM FUND 19	01-0000-1001	1,082,020.72	
ACCOUNTS RECEIVABLE	01-0000-1210	118,631.98	
PROPERTY TAXES RECEIVABLE	01-0000-1220	525,558.00	
LAND FOR SALE - RESIDENTIAL	01-0000-1311	312,282.00	
LAND FOR SALE - COMMERCIAL	01-0000-1312	48,029.00	
PREPAID EXPENSES	01-0000-1344	40.00	
<b>TOTAL ASSETS</b>		<b>2,086,561.70</b>	
		<b>LIABILITIES</b>	
ACCOUNTS PAYABLE	01-0000-2110	6,258.67	
FICA TAXES PAYABLE	01-0000-2220	21,089.82	
MEDICARE TAXES PAYABLE	01-0000-2221	5,101.06	
FEDERAL W/H TAXES PAYABLE	01-0000-2222	12,184.12	
STATE W/H TAXES PAYABLE	01-0000-2223	6,010.04	
GARNISHMENT PAYABLE	01-0000-2225	4,207.24	
HEALTH INSURANCE PAYABLE	01-0000-2230	7,640.42	
MEDICAL FLEXIBLE SPENDING	01-0000-2231	3,443.40	
PENSION PAYABLE	01-0000-2234	8,170.35	
DEFERRED PROPERTY TAXES	01-0000-2620	525,558.00	
DUE TO/DUE FROM	01-0000-2991	( 75,313.47)	
<b>TOTAL LIABILITIES</b>		<b>509,068.81</b>	
		<b>FUND EQUITY</b>	
UNASSIGNED FUND BALANCE	01-0000-3110	744,539.00	
RESTRICTED FUND - TABOR	01-0000-3120	20,000.00	
NONSPENDABLE FB-LAND FOR SALE	01-0000-3140	388,758.95	
<b>UNAPPORTIONED FUND BALANCE:</b>		<b>341,195.88</b>	
REVENUE OVER EXPENDITURES - YTD		341,195.88	
<b>BALANCE - CURRENT DATE</b>		<b>341,195.88</b>	
<b>TOTAL FUND EQUITY</b>		<b>1,494,493.83</b>	
<b>TOTAL LIABILITIES AND EQUITY</b>		<b>2,003,562.64</b>	



COLORADO CITY METROPOLITAN DISTRICT  
BALANCE SHEET  
OCTOBER 31, 2024  
WATER ENTERPRISE FUND

<u>ASSETS</u>		
02-0000-1001	CASH ALLOCATED FROM FUND 19	( 109,494.35)
02-0000-1110	BOND FUND	127,500.49
02-0000-1131	DEBT SERVICE RESERVE FUND	268,223.53
02-0000-1209	ALLOWANCE FOR UNCOLL ACCOUNTS	( 144,484.20)
02-0000-1210	ACCOUNTS RECEIVABLE	141,334.34
02-0000-1212	A/R - AOS FEES	373,327.71
02-0000-1250	LEASE RECEIVABLE	1,015,116.14
02-0000-1310	SUPPLIES -INVENTORY, AT COST	163,536.94
02-0000-1510	FACILITIES	12,264,720.30
02-0000-1520	FURNISHINGS, TOOLS & EQUIPMENT	1,242,955.31
02-0000-1690	DEPRECIATION - FACILITIES	( 7,728,135.00)
02-0000-1692	DEPRECIATION - FURN, TOOLS & E	( 754,001.09)
02-0000-1710	LAND	317,200.76
02-0000-1810	WATER RIGHTS	358,407.14
02-0000-1811	AUGMENTATION PLAN	74,201.64
02-0000-1812	AUGMENTATION DEPRECIATION	( 74,201.64)
02-0000-1815	CONSTRUCTION IN PROGRESS	1,288,677.04
	TOTAL ASSETS	<u>8,824,885.06</u>
<u>LIABILITIES AND EQUITY</u>		
<u>LIABILITIES</u>		
02-0000-2110	ACCOUNTS PAYABLE	198,000.82
02-0000-2210	ACCRUED PAYROLL	( 534.67)
02-0000-2212	ACCRUED INTEREST PAYABLE	82,777.76
02-0000-2215	ACCRUED COMPENSATED ABSENCES	15,876.31
02-0000-2220	FICA TAXESPAYABLE	18,279.27
02-0000-2221	MEDICARE TAXES PAYABLE	4,275.36
02-0000-2222	FEDERAL W/HTAXES PAYABLE	12,478.12
02-0000-2223	STATE W/H TAXES PAYABLE	5,869.71
02-0000-2230	HEALTH INSURANCE PAYABLE	( 6,147.77)
02-0000-2234	PENSION PAYABLE	11,112.12
02-0000-2520	BONDS PAYABLE	2,858,258.16
02-0000-2620	DEFERRED REVENUE	1,015,116.14
	TOTAL LIABILITIES	4,215,361.33
<u>FUND EQUITY</u>		
02-0000-3110	UNASSIGNED FUND BALANCE	4,318,984.61
	UNAPPROPRIATED FUND BALANCE:	
	REVENUE OVER EXPENDITURES - YTD	<u>458,848.62</u>
	BALANCE - CURRENT DATE	<u>458,848.62</u>
	TOTAL FUND EQUITY	<u>4,777,833.23</u>
	TOTAL LIABILITIES AND EQUITY	<u>8,993,194.56</u>

ASSETS		LIABILITIES AND EQUITY	
03-0000-1001	CASH ALLOCATED FROM FUND 19	832,571.72	
03-0000-1131	BOND FUND	22,501.87	
03-0000-1131	DEBT SERVICE RESERVE FUND	39,313.73	
03-0000-1209	ALLOWANCE FOR UNCOLL ACCOUNTS	(101,346.89)	
03-0000-1210	ACCOUNTS RECEIVABLE	73,187.24	
03-0000-1212	A/R - AOS FEES	271,801.74	
03-0000-1310	SUPPLIES -INVENTORY, AT COST	4,419.06	
03-0000-1510	FACILITIES	7,661,501.32	
03-0000-1520	FURNISHINGS, TOOLS & EQUIPMENT	651,186.32	
03-0000-1690	DEPRECIATION - FACILITIES	(4,899,130.00)	
03-0000-1692	DEPRECIATION - FURN, TOOLS & E	(368,152.00)	
03-0000-1811	AUGMENTATION PLAN	130,505.02	
03-0000-1812	AUGMENTATION DEPRECIATION	(130,505.02)	
TOTAL ASSETS		4,187,854.11	
LIABILITIES			
03-0000-2110	ACCOUNTS PAYABLE	4,956.44	
03-0000-2210	ACCURED PAYROLL	(534.67)	
03-0000-2212	ACCURED INTEREST PAYABLE	14,607.84	
03-0000-2215	ACCURED COMPENSATED ABSENCES	15,867.24	
03-0000-2220	FICA TAXESPAYABLE	17,344.14	
03-0000-2221	MEDICARE TAXES PAYABLE	4,055.90	
03-0000-2222	FEDERAL W/HTAXES PAYABLE	11,142.90	
03-0000-2223	STATE W/HTAXES PAYABLE	5,561.40	
03-0000-2230	HEALTH INSURANCE PAYABLE	(6,815.04)	
03-0000-2234	PENSION PAYABLE	10,596.23	
03-0000-2512	NOTES PAYABLE - CWRPDA	311,597.31	
03-0000-2520	BONDS PAYABLE	418,005.99	
TOTAL LIABILITIES		806,375.68	
FUND EQUITY			
03-0000-3110	UNASSIGNED FUND BALANCE	3,514,555.58	
UNAPPROPRIATED FUND BALANCE:			
REVENUE OVER EXPENDITURES - YTD		56,743.07	
BALANCE - CURRENT DATE		56,743.07	
TOTAL FUND EQUITY		3,571,298.65	
TOTAL LIABILITIES AND EQUITY		4,377,674.33	

COLORADO CITY METROPOLITAN DISTRICT  
BALANCE SHEET  
OCTOBER 31, 2024  
GOLF ENTERPRISE FUND

<u>ASSETS</u>		
04-0000-1001	CASH ALLOCATED FROM FUND 19	262,374.35
04-0000-1210	ACCOUNTS RECEIVABLE	107,000.00
04-0000-1250	LEASE RECEIVABLE	51,057.66
04-0000-1310	SUPPLIES -INVENTORY, AT COST	8,593.28
04-0000-1510	FACILITIES	1,035,135.00
04-0000-1520	FURNISHINGS, TOOLS & EQUIPMENT	1,341,442.49
04-0000-1690	DEPRECIATION - FACILITIES	( 917,048.00)
04-0000-1692	DEPRECIATION - FURN, TOOLS & E	( 1,067,134.00)
04-0000-1710	LAND	948,683.00
		948,683.00
	TOTAL ASSETS	1,770,103.78
<u>LIABILITIES AND EQUITY</u>		
<u>LIABILITIES</u>		
04-0000-2110	ACCOUNTS PAYABLE	5,074.72
04-0000-2210	ACCRUED PAYROLL	( .10)
04-0000-2215	ACCRUED COMPENSATED ABSENCES	6,203.01
04-0000-2220	FICA TAXESPAYABLE	24,244.25
04-0000-2221	MEDICARE TAXES PAYABLE	5,656.91
04-0000-2222	FEDERAL W/HTAXES PAYABLE	8,601.51
04-0000-2223	STATE W/H TAXES PAYABLE	5,544.93
04-0000-2230	HEALTH INSURANCE PAYABLE	594.39
04-0000-2234	PENSION PAYABLE	5,957.94
04-0000-2620	DEFERRED INFLOW	51,057.66
		51,057.66
	TOTAL LIABILITIES	112,935.22
<u>FUND EQUITY</u>		
04-0000-3110	UNASSIGNED FUND BALANCE	1,513,004.92
	UNAPPROPRIATED FUND BALANCE: REVENUE OVER EXPENDITURES - YTD	1,016.62
	BALANCE - CURRENT DATE	1,016.62
	TOTAL FUND EQUITY	1,514,021.54
	TOTAL LIABILITIES AND EQUITY	1,626,956.76

COLORADO CITY METROPOLITAN DISTRICT  
BALANCE SHEET  
OCTOBER 31, 2024  
PROPERTY MANAGEMENT FUND

ASSETS			
CASH ALLOCATED FROM FUND 19	05-0000-1001	293,481.94	752,931.94
LAND FOR SALE - RESIDENTIAL	05-0000-1311	448,809.00	752,931.94
LAND FOR SALE - INDUSTRIAL	05-0000-1313	10,641.00	752,931.94
			752,931.94
<b>TOTAL ASSETS</b>		<b>752,931.94</b>	<b>752,931.94</b>
LIABILITIES AND EQUITY			
<b>FUND EQUITY</b>			
UNASSIGNED FUND BALANCE	05-0000-3110	752,931.94	752,931.94
			752,931.94
<b>TOTAL FUND EQUITY</b>		<b>752,931.94</b>	<b>752,931.94</b>
			752,931.94
<b>TOTAL LIABILITIES AND EQUITY</b>		<b>752,931.94</b>	<b>752,931.94</b>

COLORADO CITY METROPOLITAN DISTRICT  
 BALANCE SHEET  
 OCTOBER 31, 2024  
 CASH HELD FOR LOTTERY - CTF

<u>ASSETS</u>		
10-0000-1001	CASH ALLOCATED FROM FUND 19	181,555.48
10-0000-1112	CASH IN BANK - CTF	90,961.54
10-0000-1999	CASH DUE FROM AGENCY FUND	75,587.31
		75,587.31
	TOTAL ASSETS	348,104.33
		348,104.33
<u>LIABILITIES AND EQUITY</u>		
<u>LIABILITIES</u>		
10-0000-2991	DUE TO/DUEFROM	75,313.47
		75,313.47
	TOTAL LIABILITIES	75,313.47
<u>FUND EQUITY</u>		
10-0000-3110	UNASSIGNEDFUND BALANCE	157,246.02
	UNAPPROPRIATED FUND BALANCE:	
	REVENUE OVER EXPENDITURES - YTD	118,476.97
		118,476.97
	BALANCE - CURRENT DATE	118,476.97
		118,476.97
	TOTAL FUND EQUITY	275,722.99
		275,722.99
	TOTAL LIABILITIES AND EQUITY	351,036.46
		351,036.46

	<u>65,000.00</u>		<u>65,000.00</u>
	<u>65,000.00</u>		<u>65,000.00</u>
	65,000.00		65,000.00
	<u>65,000.00</u>		<u>65,000.00</u>
	65,000.00		65,000.00

COLORADO CITY METROPOLITAN DISTRICT  
 BALANCE SHEET  
 OCTOBER 31, 2024  
 CAPITAL IMPROVEMENTS FUND

ASSETS  
 CASH ALLOCATED FROM FUND 19 16-0000-1001  
 TOTAL ASSETS  
 LIABILITIES AND EQUITY  
 FUND EQUITY  
 FUND BALANCE 16-0000-3110  
 TOTAL FUND EQUITY  
 TOTAL LIABILITIES AND EQUITY

COLORADO CITY METROPOLITAN DISTRICT  
 BALANCE SHEET  
 OCTOBER 31, 2024  
 GEN FIXED ASSET ACCOUNT GROUP

<u>ASSETS</u>			
50-0000-1510	FACILITIES	2,696,477.41	
50-0000-1520	FURNISHINGS, TOOLS & EQUIPMENT	1,019,109.38	
50-0000-1690	DEPRECIATION - FACILITIES	( 2,263,723.00)	
50-0000-1692	DEPRECIATION - FURN, TOOLS & E	( 826,713.00)	
50-0000-1710	LAND	5,334,893.38	
	TOTAL ASSETS		5,960,044.17
<u>LIABILITIES AND EQUITY</u>			
<u>FUND EQUITY</u>			
50-0000-3200	INVESTMENT IN GEN FIXED ASSETS	5,960,044.17	
	TOTAL FUND EQUITY		5,960,044.17
	TOTAL LIABILITIES AND EQUITY		5,960,044.17





Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

GENERAL FUND

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>PARKS &amp; REC - SOCCER:</b>						
Revenues						
Revenue and OFS						
01-0608-4510	Soccer fees	2,763.00	.00	1,700.45	3,000.00	56.7
	Total Revenue and OFS	2,763.00	.00	1,700.45	3,000.00	56.7
	Total Revenues	2,763.00	.00	1,700.45	3,000.00	56.7
Expenditures						
Personnel Cost						
Gross Payroll						
	Total Gross Payroll	.00	.00	.00	.00	.0
Payroll Taxes & Benefits						
	Total Payroll Taxes & Benefits	.00	.00	.00	.00	.0
	Total Personnel Cost	.00	.00	.00	.00	.0
O&M						
01-0608-7124	Membership Dues	.00	.00	124.75	.00	.0
01-0608-7150	Operating Supplies - Soccer	823.00	.00	.00	.00	.0
	Total O&M	823.00	.00	124.75	.00	.0
Interest Expenditures						
	Total Interest Expenditures	.00	.00	.00	.00	.0
Capital Expenditures						
	Total Capital Expenditures	.00	.00	.00	.00	.0
Transfers						
	Total Transfers	.00	.00	.00	.00	.0
	Total Expenditures	823.00	.00	124.75	.00	.0
	Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	1,940.00	.00	1,575.70	3,000.00	52.5

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
Recycling Fee	4,010.00	.00	( 21.00)	.00	.0
Revenue and OFS	4,010.00	.00	( 21.00)	.00	.0
Total Revenue and OFS	4,010.00	.00	( 21.00)	.00	.0
Total Revenues	4,010.00	.00	( 21.00)	.00	.0
Expenditures					
Personnel Cost					
Gross Payroll					
Total Gross Payroll	.00	.00	.00	.00	.0
Payroll Taxes & Benefits					
Total Payroll Taxes & Benefits	.00	.00	.00	.00	.0
Total Personnel Cost	.00	.00	.00	.00	.0
O&M					
Operating Supplies	2,126.00	.00	.00	.00	.0
Total O&M	2,126.00	.00	.00	.00	.0
Interest Expenditures					
Total Interest Expenditures	.00	.00	.00	.00	.0
Capital Expenditures					
Total Capital Expenditures	.00	.00	.00	.00	.0
Transfers					
Total Transfers	.00	.00	.00	.00	.0
Total Expenditures	2,126.00	.00	.00	.00	.0
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	1,884.00	.00	( 21.00)	.00	.0

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024  
 GENERAL FUND

PARKS & REC - RECYCLING:

Revenue and OFS  
 01-0508-4510

Expenditures  
 Personnel Cost  
 Gross Payroll

O&M

01-0508-7150

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

GENERAL FUND

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>PARKS &amp; REC - BASEBALL:</b>						
<b>Revenues</b>						
<b>Revenue and OFS</b>						
01-0408-4510	Baseball Fees	1,170.00	.00	975.00	1,120.00	87.1
	<b>Total Revenue and OFS</b>	<b>1,170.00</b>	<b>.00</b>	<b>975.00</b>	<b>1,120.00</b>	<b>87.1</b>
	<b>Total Revenues</b>	<b>1,170.00</b>	<b>.00</b>	<b>975.00</b>	<b>1,120.00</b>	<b>87.1</b>
<b>Expenditures</b>						
<b>Personnel Cost</b>						
<b>Gross Payroll</b>						
	<b>Total Gross Payroll</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Payroll Taxes &amp; Benefits</b>						
	<b>Total Payroll Taxes &amp; Benefits</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
	<b>Total Personnel Cost</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>O&amp;M</b>						
01-0408-7124	Membership Dues	.00	.00	124.75	.00	.0
01-0408-7150	Operating Supplies	376.25	709.00	1,076.50	.00	.0
	<b>Total O&amp;M</b>	<b>376.25</b>	<b>709.00</b>	<b>1,201.25</b>	<b>.00</b>	<b>.0</b>
<b>Interest Expenditures</b>						
	<b>Total Interest Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Capital Expenditures</b>						
	<b>Total Capital Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Transfers</b>						
	<b>Total Transfers</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
	<b>Total Expenditures</b>	<b>376.25</b>	<b>709.00</b>	<b>1,201.25</b>	<b>.00</b>	<b>.0</b>
	<b>Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures</b>	<b>793.75</b>	<b>( 709.00)</b>	<b>( 226.25)</b>	<b>1,120.00</b>	<b>( 20.2)</b>

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
01-0308-4510	30.00	.00	88.45	3,000.00	3.0
01-0308-4515	.00	.00	390.00	.00	.0
<b>Total Revenue and OFS</b>	<b>30.00</b>	<b>.00</b>	<b>478.45</b>	<b>3,000.00</b>	<b>16.0</b>
<b>Total Revenues</b>	<b>30.00</b>	<b>.00</b>	<b>478.45</b>	<b>3,000.00</b>	<b>16.0</b>
<b>Expenditures</b>					
Personnel Cost					
Gross Payroll					
<b>Total Gross Payroll</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Payroll Taxes &amp; Benefits</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Total Payroll Taxes &amp; Benefits</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Total Personnel Cost</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>O&amp;M</b>	<b>.00</b>	<b>.00</b>	<b>124.75</b>	<b>.00</b>	<b>.0</b>
Memberships/Dues					
Operating Supplies					
<b>Total O&amp;M</b>	<b>696.25</b>	<b>.00</b>	<b>1,454.25</b>	<b>.00</b>	<b>.0</b>
<b>Interest Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Total Interest Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Capital Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Total Capital Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Transfers</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Total Transfers</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
<b>Total Expenditures</b>	<b>696.25</b>	<b>.00</b>	<b>1,454.25</b>	<b>.00</b>	<b>.0</b>
<b>Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures</b>	<b>( 666.25)</b>	<b>.00</b>	<b>( 975.80)</b>	<b>3,000.00</b>	<b>( 32.5)</b>

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024  
 GENERAL FUND

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

GENERAL FUND

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance	
<b>ADMINISTRATION:</b>						
<b>Revenues</b>						
Revenue and OFS						
01-0100-4110	Property Taxes	257,091.86	2,888.52	390,671.20	284,640.00	137.3
01-0100-4120	Franchise Fees	12,331.35	.00	11,695.03	15,000.00	78.0
01-0100-4140	Excise Taxes	25,617.77	9,531.93	21,107.23	20,000.00	105.5
01-0100-4520	CCAAC Fees	2,195.00	780.00	3,535.00	3,000.00	117.8
01-0100-4910	Miscellaneous Income	32,758.57	.00	9,429.41	300.00	3143.1
01-0100-5200	Interest	14,308.03	1,718.02	25,203.29	8,500.00	296.5
01-0100-5400	Lease Revenue	11,000.00	.00	.00	.00	.0
01-0100-5700	Gain/Loss on Sale of Assets	.00	.00	.00	13,000.00	.0
	<b>Total Revenue and OFS</b>	<b>355,302.58</b>	<b>14,918.47</b>	<b>461,641.16</b>	<b>344,440.00</b>	<b>134.0</b>
	<b>Total Revenues</b>	<b>355,302.58</b>	<b>14,918.47</b>	<b>461,641.16</b>	<b>344,440.00</b>	<b>134.0</b>
<b>Expenditures</b>						
Personnel Cost						
Gross Payroll						
01-0100-6110	Salaries	69,619.28	6,146.00	60,364.61	90,306.00	66.8
01-0100-6112	Hourly Wages	18,172.21	2,081.14	22,394.06	23,521.00	95.2
01-0100-6114	Seasonal Wages	3,269.18	.00	.00	6,921.00	.0
01-0100-6115	Overtime Pay	2,514.29	14.28	1,529.91	1,500.00	102.0
	<b>Total Gross Payroll</b>	<b>93,574.96</b>	<b>8,241.42</b>	<b>84,288.58</b>	<b>122,248.00</b>	<b>69.0</b>
Payroll Taxes & Benefits						
01-0100-6210	Payroll Taxes - FICA	5,670.51	506.78	8,547.66	7,579.00	112.8
01-0100-6211	Payroll Taxes - Medicare	1,324.86	118.52	1,207.69	1,773.00	68.1
01-0100-6212	Payroll Taxes - SUTA	190.22	16.50	168.71	400.00	42.2
01-0100-6310	Employee Benefits - Health Ins	9,711.26	842.30	7,777.39	15,000.00	51.9
01-0100-6311	Workman's Comp. Insurance	7,384.65	.00	191.03	9,000.00	2.1
01-0100-6312	Employee Benefits - Retirement	5,326.58	475.14	4,728.85	7,000.00	67.6
01-0100-6320	Training	838.43	415.00	2,468.35	5,000.00	49.4
01-0100-6322	Travel and Lodging	2,855.41	485.00	1,834.38	3,000.00	61.2
01-0100-6323	Meals	626.08	.00	549.94	800.00	68.7
	<b>Total Payroll Taxes &amp; Benefits</b>	<b>33,928.00</b>	<b>1,889.24</b>	<b>27,474.00</b>	<b>49,552.00</b>	<b>55.4</b>
	<b>Total Personnel Cost</b>	<b>127,502.96</b>	<b>10,130.66</b>	<b>111,762.58</b>	<b>171,800.00</b>	<b>65.1</b>
<b>O&amp;M</b>						
01-0100-7010	Cost of LotSales	.00	.00	.00	2,050.00	.0
01-0100-7110	Advertising	100.00	.00	997.10	500.00	199.4
01-0100-7120	Bank Charges	9,661.04	.00	512.72	1,000.00	51.3
01-0100-7121	Treasurer Fees	7,415.59	86.82	11,187.59	9,000.00	124.3
01-0100-7122	Outside Service Fees	44,311.22	3,019.93	14,892.14	35,000.00	42.6
01-0100-7123	CCAAC Expense	2,631.62	654.00	744.00	3,000.00	24.8
01-0100-7124	Membership Dues	2,470.00	25.00	2,628.33	4,000.00	65.7
01-0100-7125	Taxes and Licenses	.00	.00	640.00	1,000.00	64.0
01-0100-7140	Professional Fees - Accounting	.00	724.58	1,903.38	30,000.00	6.3
01-0100-7141	Professional Fees - Legal	7,542.26	4,157.18	15,911.03	15,000.00	106.1
01-0100-7144	Insurance	5,241.00	.00	6,833.30	8,505.00	80.3
01-0100-7150	Operating Supplies	14,762.91	1,353.77	14,188.84	14,000.00	101.4
01-0100-7151	Fuels and Lubricants	1,496.97	214.24	2,077.36	3,000.00	69.3
01-0100-7154	Office Supplies	1,237.74	.00	925.94	2,500.00	37.0
01-0100-7155	Janitorial Supplies	56.34	232.38	299.45	500.00	59.9
01-0100-7184	Furn, Tools & Equipment Repairs	.00	1,500.00	1,529.89	1,000.00	153.0
01-0100-7186	Facilities Repairs/Maintenance	153.25	.00	332.88	1,000.00	33.3

GENERAL FUND					Prior Year Actual		Current Year Actual		Budget	% Variance
Colorado City Metropolitan District										
Dept Summary - GENERAL FUND										
For the 10 Months Ending October 31, 2024										
01-0100-7190	Utilities - Electric	3,294.92	442.94	3,736.38	5,000.00	74.7				
01-0100-7191	Utilities - Natural Gas	3,193.83	69.04	3,237.74	5,000.00	64.8				
01-0100-7192	Utilities - Water	607.47	82.66	748.46	1,000.00	74.9				
01-0100-7193	Utilities - Telephone	5,326.74	339.32	4,945.22	8,500.00	58.2				
01-0100-7194	Utilities - Trash	411.00	50.00	400.00	720.00	55.6				
Total O&M		109,913.90	12,951.86	88,671.75	151,275.00	58.6				
Interest Expenditures										
Total Interest Expenditures		.00	.00	.00	.00	.0				
Capital Expenditures										
01-0100-7710	Capital Outlays	.00	.00	.00	13,373.00	.0				
Total Capital Expenditures		.00	.00	.00	13,373.00	.0				
Transfers										
Total Transfers		.00	.00	.00	.00	.0				
Total Expenditures		237,416.86	23,082.52	200,434.33	336,448.00	59.6				
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures		117,885.72	( 8,164.05)	261,206.83	7,992.00	3268.4				

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024  
 GENERAL FUND

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>RECREATION CENTER:</b>						
<b>Revenues</b>						
Revenue and OFS						
01-0203-4110	Property Taxes	18,841.43	212.16	28,482.18	39,043.00	73.0
01-0203-4510	Charges for Services	145.00	.00	.00	2,000.00	.0
01-0203-4515	Concessions - Rec Center	399.00	.00	.00	3,000.00	.0
01-0203-4910	Miscellaneous Income	.00	.00	.00	75.00	.0
01-0203-5300	Lease Revenue	75.00	.00	1,002.00	.00	.0
	<b>Total Revenue and OFS</b>	<b>19,460.43</b>	<b>212.16</b>	<b>29,484.18</b>	<b>44,118.00</b>	<b>66.8</b>
	<b>Total Revenues</b>	<b>19,460.43</b>	<b>212.16</b>	<b>29,484.18</b>	<b>44,118.00</b>	<b>66.8</b>
<b>Expenditures</b>						
Personnel Cost						
Gross Payroll						
01-0203-6110	Salaries	2,585.71	523.66	5,587.27	6,353.00	88.0
01-0203-6115	Overtime Pay	.00	.00	73.30	.00	.0
	<b>Total Gross Payroll</b>	<b>2,585.71</b>	<b>523.66</b>	<b>5,660.57</b>	<b>6,353.00</b>	<b>89.1</b>
Payroll Taxes & Benefits						
01-0203-6210	Payroll Taxes - FICA	159.14	32.22	348.56	394.00	88.5
01-0203-6211	Payroll Taxes - Medicare	37.19	7.54	81.55	92.00	88.6
01-0203-6212	Payroll Taxes - SUTA	5.44	1.04	11.26	19.00	59.3
01-0203-6310	Employee Benefits - Health Ins	27.59	4.76	46.98	185.00	25.4
01-0203-6312	Employee Benefits - Retirement	152.93	29.32	314.84	363.00	86.7
	<b>Total Payroll Taxes &amp; Benefits</b>	<b>382.29</b>	<b>74.88</b>	<b>803.19</b>	<b>1,053.00</b>	<b>76.3</b>
	<b>Total Personnel Cost</b>	<b>2,968.00</b>	<b>598.54</b>	<b>6,463.76</b>	<b>7,406.00</b>	<b>87.3</b>
O&M						
01-0203-7112	Concessions Expense	683.78	.00	.00	3,000.00	.0
01-0203-7122	Outside Service Fees	80.00	.00	.00	.00	.0
01-0203-7144	Insurance	5,220.00	.00	5,500.31	3,100.00	177.4
01-0203-7150	Operating Supplies	4,530.89	.00	15.00	500.00	3.0
01-0203-7154	Office Supplies	.00	.00	.00	200.00	.0
01-0203-7155	Janitorial Supplies	.00	.00	.00	300.00	.0
01-0203-7184	Furn, Tools & Equipment Repairs	.00	.00	.00	400.00	.0
01-0203-7186	Facilities Repairs/Maintenance	.00	.00	.00	1,500.00	.0
01-0203-7190	Utilities -Electric	2,000.94	179.00	1,935.38	2,500.00	77.4
01-0203-7191	Utilities -Natural Gas	2,908.12	110.80	3,398.73	4,000.00	85.0
01-0203-7192	Utilities -Water	2,569.98	157.41	996.67	2,500.00	39.9
01-0203-7194	Utilities -Trash	.00	.00	40.00	.00	.0
	<b>Total O&amp;M</b>	<b>17,993.71</b>	<b>447.21</b>	<b>11,886.09</b>	<b>18,000.00</b>	<b>66.0</b>
Interest Expenditures						
	<b>Total Interest Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
Capital Expenditures						
01-0203-7710	Capital Outlays	.00	.00	.00	7,000.00	.0
	<b>Total Capital Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>7,000.00</b>	<b>.0</b>
Transfers						
01-0203-7910	Interfund Transfers	.00	.00	.00	9,908.00	.0

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
Total Transfers	.00	.00	.00	9,908.00	.0
Total Expenditures	20,961,71	1,045,75	18,349,85	42,314.00	43.4
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	( 1,501.28)	( 833.59)	11,134.33	1,804.00	617.2

GENERAL FUND  
 For the 10 Months Ending October 31, 2024  
 Dept Summary - GENERAL FUND  
 Colorado City Metropolitan District



Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

		GENERAL FUND				
		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>PARKS &amp; REC - POOL:</b>						
Revenues						
Revenue and OFS						
01-0207-4110	Property Taxes	81,751.48	918.60	123,543.54	87,565.00	141.1
01-0207-4510	Open Swim	4,829.00	.00	5,449.00	5,000.00	109.0
01-0207-4511	Swim Lessons	4,044.00	.00	4,783.75	4,000.00	119.6
01-0207-4513	Water Aerobics	1,916.00	.00	2,743.00	1,500.00	182.9
01-0207-4515	Concessions - Pool	3,264.05	(272.13)	2,410.81	3,000.00	80.4
01-0207-4910	Miscellaneous Income	2,544.21	.00	3,035.00	1,500.00	202.3
	<b>Total Revenue and OFS</b>	<b>98,348.74</b>	<b>646.47</b>	<b>141,965.10</b>	<b>102,565.00</b>	<b>138.4</b>
	<b>Total Revenues</b>	<b>98,348.74</b>	<b>646.47</b>	<b>141,965.10</b>	<b>102,565.00</b>	<b>138.4</b>
Expenditures						
Personnel Cost						
Gross Payroll						
01-0207-6110	Salaries	12,928.83	1,570.96	17,009.31	19,058.00	89.3
01-0207-6114	Seasonal Wages	32,348.34	115.36	31,803.09	34,289.00	92.8
01-0207-6115	Overtime Pay	.00	.00	219.89	.00	.0
	<b>Total Gross Payroll</b>	<b>45,277.17</b>	<b>1,686.32</b>	<b>49,032.29</b>	<b>53,347.00</b>	<b>91.9</b>
Payroll Taxes & Benefits						
01-0207-6210	Payroll Taxes - FICA	2,807.13	103.82	3,032.66	3,307.00	91.7
01-0207-6211	Payroll Taxes - Medicare	655.17	24.28	709.12	774.00	91.6
01-0207-6212	Payroll Taxes - SUTA	91.72	3.38	98.05	160.00	61.3
01-0207-6310	Employee Benefits - Health Ins	137.99	14.26	143.52	1,134.00	12.7
01-0207-6311	Workman's Comp. Insurance	1,476.93	.00	.00	1,917.00	.0
01-0207-6312	Employee Benefits - Retirement	764.84	87.96	958.49	1,143.00	83.9
01-0207-6320	Training	1,317.50	.00	1,510.00	2,200.00	68.6
	<b>Total Payroll Taxes &amp; Benefits</b>	<b>7,251.28</b>	<b>233.70</b>	<b>6,451.84</b>	<b>10,635.00</b>	<b>60.7</b>
	<b>Total Personnel Cost</b>	<b>52,528.45</b>	<b>1,920.02</b>	<b>55,484.13</b>	<b>63,982.00</b>	<b>86.7</b>
O&M						
01-0207-7110	Advertising	270.00	.00	20.00	300.00	6.7
01-0207-7112	Concessions Expense	1,860.62	.00	.00	3,000.00	.0
01-0207-7120	Bank Charges	2.00	.00	.00	.00	.0
01-0207-7122	Outside Service Fees	878.60	.00	1,940.00	1,000.00	194.0
01-0207-7125	Taxes and Licenses	175.00	.00	445.00	500.00	89.0
01-0207-7144	Insurance	5,220.00	.00	2,993.91	4,000.00	74.9
01-0207-7150	Operating Supplies	3,258.75	.00	3,512.56	3,000.00	117.1
01-0207-7154	Office Supplies	109.38	.00	.00	500.00	.0
01-0207-7155	JanitorialSupplies	215.88	.00	.00	500.00	.0
01-0207-7184	Furn, Tools& Equipment Repairs	.00	.00	.00	500.00	.0
01-0207-7186	FacilitiesRepairs/Maintenance	.00	.00	.00	1,451.00	.0
01-0207-7190	Utilities -Electric	6,153.89	509.78	5,355.05	5,000.00	107.1
01-0207-7191	Utilities -Natural Gas	5,104.93	74.22	6,203.49	6,000.00	103.4
01-0207-7192	Utilities -Water	3,330.16	277.16	4,453.02	4,000.00	111.3
01-0207-7193	Utilities -Telephone	147.10	.00	.00	330.00	.0
01-0207-7194	Utilities -Trash	764.80	80.00	800.00	1,000.00	80.0
	<b>Total O&amp;M</b>	<b>27,491.11</b>	<b>941.16</b>	<b>25,723.03</b>	<b>31,081.00</b>	<b>82.8</b>
Interest Expenditures						
	<b>Total Interest Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>

GENERAL FUND					
For the 10 Months Ending October 31, 2024					
	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
Capital Expenditures					
01-0207-7710 Capital Outlays	.00	.00	.00	7,500.00	.00
01-0207-7720 Capital Projects	2,500.00	.00	.00	.00	.00
Total Capital Expenditures	2,500.00	.00	.00	7,500.00	.00
Transfers					
Total Transfers	.00	.00	.00	.00	.00
Total Expenditures	82,519.56	2,861.18	81,207.16	102,563.00	79.2
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	15,829.18	( 2,214.71)	60,757.94	2.00	3037897.0

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

GENERAL FUND

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>PARKS &amp; REC - GENERAL:</b>						
<b>Revenues</b>						
Revenue and OFS						
01-0208-4110	Property Taxes	121,591.55	1,365.67	183,344.95	147,744.00	124.1
01-0208-4510	Charges for Services	84,689.19	3,122.22	53,760.02	9,500.00	565.9
01-0208-4514	Charge for Signs	.00	.00	1,800.00	.00	.0
01-0208-4910	Miscellaneous Income	3,055.00	.00	1,151.00	3,000.00	38.4
01-0208-5010	Grant Proceeds	.00	.00	.00	3,300,000.00	.0
01-0208-5910	Interfund Transfers	.00	.00	.00	9,908.00	.0
	<b>Total Revenue and OFS</b>	<b>209,335.74</b>	<b>4,487.89</b>	<b>240,055.97</b>	<b>3,470,152.00</b>	<b>6.9</b>
	<b>Total Revenues</b>	<b>209,335.74</b>	<b>4,487.89</b>	<b>240,055.97</b>	<b>3,470,152.00</b>	<b>6.9</b>
<b>Expenditures</b>						
Personnel Cost						
Gross Payroll						
01-0208-6110	Salaries	25,857.58	3,194.42	34,097.37	38,115.00	89.5
01-0208-6112	Hourly Wages	5,209.02	576.00	5,899.78	10,302.00	57.3
01-0208-6114	Seasonal Wages	34,036.58	4,966.32	59,192.38	29,500.00	200.7
01-0208-6115	Overtime Pay	54.55	.00	669.89	.00	.0
	<b>Total Gross Payroll</b>	<b>65,157.73</b>	<b>8,736.74</b>	<b>99,859.42</b>	<b>77,917.00</b>	<b>128.2</b>
Payroll Taxes & Benefits						
01-0208-6210	Payroll Taxes - FICA	4,033.07	540.21	6,174.28	4,831.00	127.8
01-0208-6211	Payroll Taxes - Medicare	943.26	126.37	1,444.13	1,130.00	127.8
01-0208-6212	Payroll Taxes - SUTA	133.65	17.50	199.96	234.00	85.5
01-0208-6310	Employee Benefits - Health Ins	1,131.44	259.95	1,284.32	2,389.00	53.8
01-0208-6311	Workman's Comp. Insurance	2,953.86	.00	.00	3,800.00	.0
01-0208-6312	Employee Benefits - Retirement	1,846.57	210.48	2,252.42	4,748.00	47.4
01-0208-6320	Training	.00	.00	.00	500.00	.0
01-0208-6322	Travel and Lodging	.00	.00	.00	500.00	.0
01-0208-6323	Meals	.00	.00	.00	500.00	.0
	<b>Total Payroll Taxes &amp; Benefits</b>	<b>11,041.85</b>	<b>1,154.51</b>	<b>11,355.11</b>	<b>18,632.00</b>	<b>60.9</b>
	<b>Total Personnel Cost</b>	<b>76,199.58</b>	<b>9,891.25</b>	<b>111,214.53</b>	<b>96,549.00</b>	<b>115.2</b>
O&M						
01-0208-7110	Advertising	.00	.00	.00	629.00	.0
01-0208-7112	Concessions Expense	.00	.00	.00	3,000.00	.0
01-0208-7120	Bank Charges	1,326.60	.00	.00	4,000.00	.0
01-0208-7122	Outside Service Fees	9,409.60	85.81	6,090.03	8,000.00	76.1
01-0208-7125	Taxes and Licenses	17.29	.00	.00	300.00	.0
01-0208-7140	Professional Fees Accounting	.00	.00	.00	5,000.00	.0
01-0208-7141	Professional Fees - Legal	.00	.00	1,110.00	1,000.00	111.0
01-0208-7144	Insurance	7,830.00	.00	6,624.18	12,509.00	53.0
01-0208-7150	Operating Supplies	15,485.12	893.31	18,471.59	19,125.00	96.6
01-0208-7151	Fuels and Lubricants	7,344.01	928.38	9,072.21	11,888.00	76.3
01-0208-7154	Office Supplies	11.89	.00	329.98	350.00	94.3
01-0208-7155	Janitorial Supplies	49.99	.00	1,090.19	1,500.00	72.7
01-0208-7184	Furn, Tools & Equipment Repairs	.00	.00	945.87	2,500.00	37.8
01-0208-7186	Facilities Repairs/Maintenance	.00	.00	5,075.00	2,200.00	230.7
01-0208-7190	Utilities -Electric	19,486.72	997.66	16,226.02	23,000.00	70.6
01-0208-7191	Utilities -Natural Gas	1,561.66	.00	2,903.54	3,500.00	83.0
01-0208-7192	Utilities -Water	2,387.95	494.62	2,916.81	4,000.00	72.9
01-0208-7193	Utilities -Telephone	2,292.91	367.64	3,634.44	3,000.00	121.2
01-0208-7194	Utilities -Trash	6,506.08	480.00	4,648.32	10,000.00	46.5

GENERAL FUND					
	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
Total O&M	73,709.82	4,075.80	79,138.18	115,501.00	68.5
Interest Expenditures					
Total Interest Expenditures	.00	.00	.00	.00	.0
Capital Expenditures					
Capital Outlays	7,000.00	.00	.00	3,500.00	.0
Capital Projects	15,729.00	.00	11,600.00	.00	.0
Capital Projects-Valley First	.00	6,500.00	118,832.50	3,350,000.00	3.6
Total Capital Expenditures	22,729.00	6,500.00	130,432.50	3,353,500.00	3.9
Transfers					
Total Transfers	.00	.00	.00	.00	.0
Total Expenditures	172,638.40	20,467.05	320,785.21	3,665,550.00	9.0
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	36,697.34	( 15,979.16)	( 80,729.24)	( 95,398.00)	( 84.6)

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

GENERAL FUND

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
PARKS & REC - VOLLEYBALL:						
Revenues						
Revenue and OFS						
01-0708-4510	Volleyball Fees	.00	.00	.00	1,000.00	.0
	Total Revenue and OFS	.00	.00	.00	1,000.00	.0
	Total Revenues	.00	.00	.00	1,000.00	.0
Expenditures						
Personnel Cost						
Gross Payroll						
	Total Gross Payroll	.00	.00	.00	.00	.0
Payroll Taxes & Benefits						
	Total Payroll Taxes & Benefits	.00	.00	.00	.00	.0
	Total Personnel Cost	.00	.00	.00	.00	.0
O&M						
	Total O&M	.00	.00	.00	.00	.0
Interest Expenditures						
	Total Interest Expenditures	.00	.00	.00	.00	.0
Capital Expenditures						
	Total Capital Expenditures	.00	.00	.00	.00	.0
Transfers						
	Total Transfers	.00	.00	.00	.00	.0
	Total Expenditures	.00	.00	.00	.00	.0
	Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	.00	.00	.00	1,000.00	.0

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>GENERAL FUND</b>						
For the 10 Months Ending October 31, 2024						
Dept Summary - GENERAL FUND						
Colorado City Metropolitan District						
DEPARTMENT 0808:	Revenues					
	Revenue and OFS	.00	.00	.00	1,500.00	.0
	Pickleball Fees	.00	.00	.00	1,500.00	.0
<b>Expenditures</b>						
<b>Gross Payroll</b>						
	Total Gross Payroll	.00	.00	.00	.00	.0
<b>Payroll Taxes &amp; Benefits</b>						
	Total Payroll Taxes & Benefits	.00	.00	.00	.00	.0
	Total Personnel Cost	.00	.00	.00	.00	.0
<b>O&amp;M</b>						
	Memberships/Dues	.00	.00	.00	124.75	.0
	Total O&M	.00	.00	.00	124.75	.0
<b>Interest Expenditures</b>						
	Total Interest Expenditures	.00	.00	.00	.00	.0
<b>Capital Expenditures</b>						
	Total Capital Expenditures	.00	.00	.00	.00	.0
<b>Transfers</b>						
	Total Transfers	.00	.00	.00	.00	.0
	Total Expenditures	.00	.00	.00	124.75	.0
	Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	.00	.00	.00	1,500.00	( 8.3)

Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

GENERAL FUND

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>Revenues</b>						
Revenue and OFS						
01-0909-4515	Concessions	.00	.00	.00	4,000.00	.0
	<b>Total Revenue and OFS</b>	.00	.00	.00	4,000.00	.0
	<b>Total Revenues</b>	.00	.00	.00	4,000.00	.0
<b>Expenditures</b>						
Personnel Cost						
Gross Payroll						
	Total Gross Payroll	.00	.00	.00	.00	.0
Payroll Taxes & Benefits						
	Total Payroll Taxes & Benefits	.00	.00	.00	.00	.0
	Total Personnel Cost	.00	.00	.00	.00	.0
O&M						
	Total O&M	.00	.00	.00	.00	.0
Interest Expenditures						
	Total Interest Expenditures	.00	.00	.00	.00	.0
Capital Expenditures						
	Total Capital Expenditures	.00	.00	.00	.00	.0
Transfers						
	Total Transfers	.00	.00	.00	.00	.0
	Total Expenditures	.00	.00	.00	.00	.0
	Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	.00	.00	.00	4,000.00	.0

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
GENERAL FUND					
For the 10 Months Ending October 31, 2024					
Dept Summary - GENERAL FUND					
Colorado City Metropolitan District					
	14,801.76	11,604.00	57,092.80	10,000.00	570.9
Gain/Loss on Sale of Assets	2,699.00	.00	.00	2,500.00	.0
Miscellaneous Income	5,000.00	.00	.00	5,000.00	.0
Roads Revenue	38,261.23	6,031.82	55,149.79	38,000.00	145.1
Specific Ownership Taxes	14,988.90	168.83	22,666.60	40,142.00	56.5
Property Taxes	75,750.89	17,804.65	134,909.19	95,642.00	141.1
Total Revenue and OFS	75,750.89	17,804.65	134,909.19	95,642.00	141.1
Total Revenues	75,750.89	17,804.65	134,909.19	95,642.00	141.1
Expenditures					
Gross Payroll	4,098.51	423.08	4,634.65	5,775.00	80.3
Salaries	343.20	304.00	3,983.08	4,084.00	97.5
Hourly Wages	805.13	.00	.00	.00	.0
PT Hourly Wage	28.50	337.85	2,000.00	2,000.00	16.9
Overtime Pay	.00	.00	.00	.00	.0
Double Time Pay	5,186.84	755.58	6,955.58	13,859.00	64.6
Total Gross Payroll	327.09	46.35	551.98	859.00	64.3
Payroll Taxes - FICA	76.53	10.85	129.18	201.00	64.3
Payroll Taxes - Medicare	11.14	1.50	17.82	42.00	42.4
Payroll Taxes - SUTA	1,182.37	476.06	1,515.74	1,545.00	98.1
Employee Benefits - Health Ins	492.31	.00	.00	550.00	.0
Workmen's Comp, Insurance	330.97	43.62	454.55	831.00	54.7
Employee Benefits - Retirement	2,420.41	578.38	2,669.27	4,028.00	66.3
Total Payroll Taxes & Benefits	7,607.25	1,333.96	11,624.85	17,887.00	65.0
O&M					
Outside Service Fees	2,288.62	(4.61)	1,287.75	4,000.00	32.2
Taxes & Licenses	2,008.56	.00	2,008.56	2,500.00	80.3
Professional Fees - Engineerin	.00	.00	.00	2,500.00	.0
Insurance	1,305.00	.00	997.95	1,500.00	66.5
Operating Supplies	2,170.93	723.82	4,128.16	4,000.00	103.2
Fuels and Lubricants	4,791.49	1,026.20	4,595.98	7,500.00	61.3
Furn, Tools & Equipment Repairs	6,495.47	324.07	2,029.76	9,000.00	22.6
Utilities - Electric	8,629.57	43.58	7,920.47	14,000.00	56.6
Utilities - Telephone	39.00	.00	66.00	100.00	66.0
Total O&M	27,728.64	2,113.06	23,034.63	45,100.00	51.1
Interest Expenditures					
Total Interest Expenditures	.00	.00	.00	.00	.0
Capital Expenditures					
Capital Outlays	.00	.00	1,790.72	4,892.00	36.6
Capital Projects	.00	.00	.00	10,000.00	.0
Lease Purchase Payments	19,768.90	.00	9,860.87	15,000.00	65.7
Total Capital Expenditures	19,768.90	.00	11,651.59	29,892.00	39.0



Colorado City Metropolitan District  
 Dept Summary - GENERAL FUND  
 For the 10 Months Ending October 31, 2024

GENERAL FUND

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>Transfers</b>					
Total Transfers	.00	.00	.00	.00	.0
Total Expenditures	55,104.79	3,447.02	46,311.07	92,879.00	49.9
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	20,646.10	14,357.63	88,598.12	2,763.00	3206.6



Colorado City Metropolitan District  
 Dept Summary - WATER ENTERPRISE FUND  
 For the 10 Months Ending October 31, 2024

WATER ENTERPRISE FUND		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
02-0100-7145	Bond Expense	20.00	.00	.00	.00	.0
02-0100-7150	Operating Supplies-Plant	204,153.85	42,352.43	200,748.74	280,000.00	71.7
02-0100-7151	Fuels and Lubricants	10,228.57	1,883.14	12,791.91	17,716.00	72.2
02-0100-7152	Rent Expense	5,500.00	.00	.00	.00	.0
02-0100-7154	Office Supplies	219.41	.00	.00	2,000.00	.0
02-0100-7155	JanitorialSupplies	.00	.00	.00	500.00	.0
02-0100-7156	Operating Supplies-Maintenance	.00	.00	.00	44,000.00	.0
02-0100-7184	Furn, Tools& Equipment Repairs	4,266.31	197.52	6,724.61	11,000.00	61.1
02-0100-7186	FacilitiesRepairs/Maintenance	1,687.95	.00	832.00	4,000.00	20.8
02-0100-7190	Utilities -Electric	109,874.64	13,465.94	102,240.93	150,000.00	68.2
02-0100-7191	Utilities -Natural Gas	18,575.70	278.33	15,510.88	27,000.00	57.5
02-0100-7192	Utilities -Water	590.27	.00	766.87	800.00	95.9
02-0100-7193	Utilities -Telephone	5,378.44	263.96	4,070.02	7,000.00	58.1
02-0100-7194	Utilities -Trash	908.00	250.00	1,616.32	1,600.00	101.0
	<b>Total O&amp;M</b>	<b>684,450.69</b>	<b>156,198.36</b>	<b>797,924.39</b>	<b>1,014,327.00</b>	<b>78.7</b>
<b>Interest Expenditures</b>						
02-0100-7500	Interest Expense	96,894.96	.00	94,416.69	95,000.00	99.4
	<b>Total Interest Expenditures</b>	<b>96,894.96</b>	<b>.00</b>	<b>94,416.69</b>	<b>95,000.00</b>	<b>99.4</b>
<b>Capital Expenditures</b>						
02-0100-7710	Capital Outlays	11,185.20	24,700.00	24,700.00	58,709.00	42.1
02-0100-7720	Capital Projects	19,918.19	6,967.24	14,328.55	199,500.00	7.2
02-0100-7721	Capital Projects-Valley First-	.00	.00	37,593.38	.00	.0
02-0100-7724	Capital Projects-Bond Refi	.00	.00	11,926.77	.00	.0
02-0100-7725	Capital Projects-ARPA Tanks	21,828.30	.00	.00	.00	.0
02-0100-7726	Capital Projects-ARPA R Cloud	1,493,171.16	.00	.00	.00	.0
02-0100-7727	Capital Projects-ARPA Talley	661,326.65	.00	.00	.00	.0
02-0100-7728	Capital Projects-Dam	.00	.00	7.01	3,358,500.00	.0
02-0100-7729	Capital Projects-DAFS Pretreat	.00	13,177.00	240,155.06	10,000,000.00	2.4
02-0100-7750	Annual DebtPayment	73,105.05	.00	75,583.30	76,000.00	99.5
02-0100-7752	Capital Improvement Fund	.00	.00	.00	30,000.00	.0
	<b>Total Capital Expenditures</b>	<b>2,280,534.55</b>	<b>44,844.24</b>	<b>351,783.43</b>	<b>13,722,709.00</b>	<b>2.6</b>
<b>Transfers</b>						
	<b>Total Transfers</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
	<b>Total Expenditures</b>	<b>3,347,828.30</b>	<b>228,677.72</b>	<b>1,537,568.89</b>	<b>15,354,059.00</b>	<b>10.0</b>
	<b>Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures</b>	<b>( 1,344,380.66)</b>	<b>( 134,282.29)</b>	<b>458,848.62</b>	<b>57,001.00</b>	<b>805.0</b>

Colorado City Metropolitan District  
 Dept Summary - SEWER ENTERPRISE FUND  
 For the 10 Months Ending October 31, 2024

Prior Year Actual    Monthly Actual    Current Year Actual    Budget    % Variance

Revenues						
03-0100-4130	System Development Charges	52,500.00	5,500.00	25,500.00	71,250.00	35.8
03-0100-4131	Tap Fees	53,250.00	9,500.00	39,500.00	63,750.00	62.0
03-0100-4910	Miscellaneous Income	1,288.88	.00	.00	500.00	.0
03-0100-5010	Grant/Loan Proceeds	.00	.00	.00	80,000.00	.0
03-0100-5110	Fees Billed	543,649.67	55,255.28	607,427.54	702,760.00	86.4
03-0100-5200	Interest Income	10,181.03	1,828.92	16,054.64	7,106.00	225.9
03-0100-5202	AOS Collection Fees	.00	4,750.00	4,740.00	.00	.0
03-0100-5601	AOS Fees	109,847.90	( 31,640.08)	104,152.11	127,200.00	81.9
03-0100-5800	Insurance Proceeds	.00	.00	2,021.78	.00	.0
Total Revenue and OFS					770,717.48	76.0
Total Revenues					770,717.48	76.0

Expenditures									
Personnel Cost					190,165.88	20,518.15	222,310.43	272,073.00	81.7
Gross Payroll					190,165.88	20,518.15	222,310.43	272,073.00	81.7
03-0100-6110	Salaries	101,039.15	9,573.94	104,012.99	126,755.00	82.1			
03-0100-6112	Hourly Wages	72,402.91	8,787.06	98,874.82	134,818.00	73.3			
03-0100-6113	PT Hourly Wage	4,263.07	.00	.00	.00	.0			
03-0100-6114	Seasonal Wages	2,587.25	142.61	3,194.53	3,500.00	91.3			
03-0100-6115	Overtime Pay	8,936.95	1,930.04	15,648.03	6,000.00	260.8			
03-0100-6116	Double Time Pay	936.55	84.50	580.06	1,000.00	58.0			
Payroll Taxes & Benefits					55,917.52	5,380.55	55,649.29	92,202.00	60.4
03-0100-6211	Payroll Taxes - FICA	11,355.34	1,226.86	13,341.85	17,141.00	77.8			
03-0100-6212	Payroll Taxes - Medicare	2,641.86	286.90	3,119.87	3,945.00	79.1			
03-0100-6212	Payroll Taxes - SUTA	396.77	40.99	444.02	816.00	54.4			
03-0100-6310	Employee Benefits - Health Ins	21,446.13	2,735.14	26,782.13	34,606.00	77.4			
03-0100-6311	Workman's Comp. Insurance	8,654.18	.00	242.42	13,000.00	1.9			
03-0100-6312	Employee Benefits - Retirement	10,164.65	1,090.66	11,021.93	15,694.00	70.2			
03-0100-6320	Training	185.00	.00	380.00	3,000.00	12.7			
03-0100-6322	Travel and Lodging	1,082.41	.00	300.19	3,000.00	10.0			
03-0100-6323	Meals	11.18	.00	16.88	1,000.00	1.7			
Total Payroll Taxes & Benefits					55,917.52	5,380.55	55,649.29	92,202.00	60.4
Total Personnel Cost					246,083.40	25,898.70	277,959.72	364,275.00	76.3

03-0100-7110	Advertising	.00	.00	.00	100.00	.0
03-0100-7111	Bad Debt Write-offs	.00	.00	.00	4,000.00	.0
03-0100-7120	Bank Fees and Other Penalties	4,300.00	4,870.00	4,680.00	5,400.00	86.7
03-0100-7122	Outside Service Fees	58,270.29	6,905.83	116,559.75	80,000.00	145.7
03-0100-7124	Memberships/Dues	.00	.00	33.33	200.00	16.7
03-0100-7125	Taxes and Licenses	3,409.72	.00	85.00	3,500.00	2.4
03-0100-7141	Professional Fees - Legal	467.48	30.00	199.50	5,000.00	4.0
03-0100-7143	Professional Fees - Engineerin	.00	5,514.57	5,514.57	.00	.0
03-0100-7144	Insurance	48,142.10	.00	37,321.78	51,031.00	73.1
03-0100-7145	Bond Expense	19.99	.00	.00	.00	.0
03-0100-7150	Operating Supplies	24,577.62	1,230.00	28,750.70	40,000.00	71.9
03-0100-7151	Fuels and Lubricants	6,943.18	1,418.98	8,418.68	17,600.00	47.8
03-0100-7152	Rent Expense	5,500.00	.00	.00	.00	.0
03-0100-7154	Office Supplies	206.91	.00	146.98	1,500.00	9.8

Colorado City Metropolitan District  
 Dept Summary - SEWER ENTERPRISE FUND  
 For the 10 Months Ending October 31, 2024

SEWER ENTERPRISE FUND		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
03-0100-7155	JanitorialSupplies	.00	.00	.00	1,500.00	.0
03-0100-7184	Furn, Tools& Equipment Repairs	1,584.83	1,526.22	3,776.01	10,000.00	37.8
03-0100-7186	FacilitiesRepairs/Maintenance	5,913.85	7,110.92	7,161.83	15,000.00	47.8
03-0100-7190	Utilities -Electric	32,858.91	5,716.24	41,473.52	39,000.00	106.3
03-0100-7191	Utilities -Natural Gas	5,824.46	289.44	5,604.17	7,500.00	74.7
03-0100-7192	Utilities -Water	590.23	.00	526.18	760.00	69.2
03-0100-7193	Utilities -Telephone	3,964.69	354.19	3,451.59	5,500.00	62.8
03-0100-7194	Utilities -Trash	992.00	145.00	775.00	1,300.00	59.6
	<b>Total O&amp;M</b>	<b>203,566.26</b>	<b>35,111.39</b>	<b>264,478.59</b>	<b>288,891.00</b>	<b>91.6</b>
<b>Interest Expenditures</b>						
03-0100-7500	Interest Expense	29,314.87	.00	18,400.82	26,587.00	69.2
	<b>Total Interest Expenditures</b>	<b>29,314.87</b>	<b>.00</b>	<b>18,400.82</b>	<b>26,587.00</b>	<b>69.2</b>
<b>Capital Expenditures</b>						
03-0100-7710	Capital Outlays	10,454.88	.00	.00	75,000.00	.0
03-0100-7720	Capital Projects	6,841.37	7,754.35	30,964.33	20,000.00	154.8
03-0100-7724	Capital Projects-Bond Refi	.00	.00	25,437.50	80,000.00	31.8
03-0100-7730	Lease Purchase Payments	.00	.00	.00	20,000.00	.0
03-0100-7750	Annual DebtPayment	121,201.13	.00	125,412.04	125,413.00	100.0
03-0100-7751	Capital Improvement Fund	.00	.00	.00	30,000.00	.0
	<b>Total Capital Expenditures</b>	<b>138,497.38</b>	<b>7,754.35</b>	<b>181,813.87</b>	<b>350,413.00</b>	<b>51.9</b>
<b>Transfers</b>						
	<b>Total Transfers</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
	<b>Total Expenditures</b>	<b>617,461.91</b>	<b>68,764.44</b>	<b>742,653.00</b>	<b>1,030,166.00</b>	<b>72.1</b>
	<b>Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures</b>	<b>153,255.57</b>	<b>( 23,570.32)</b>	<b>56,743.07</b>	<b>22,400.00</b>	<b>253.3</b>

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
Golf Course Pro Shop:					
Revenues					
Revenue and OFS	249,887.21	23,370.00	254,678.72	260,000.00	98.0
Green Fees	175,584.33	15,125.00	200,741.60	195,000.00	108.5
Golf Cart Rental Fees	633.00	.00	.00	.00	.0
Droughl Fees	47,829.93	.00	53,560.00	50,000.00	107.1
Memberships/Dues	571.00	.00	.00	.00	.0
Miscellaneous Income	2,205.52	1,306.15	8,070.92	500.00	1614.2
Interest Income	14,430.00	1,452.00	15,138.00	19,224.00	78.8
Lease Revenue	491,140.99	41,253.15	532,189.24	514,724.00	103.4
Total Revenues	491,140.99	41,253.15	532,189.24	514,724.00	103.4
Expenditures					
Personnel Cost					
Gross Payroll	36,538.52	4,248.26	46,372.31	55,000.00	84.3
Salaries	1,669.48	192.00	2,543.40	2,205.00	115.4
Hourly Wages	58,836.23	7,433.51	65,353.56	59,036.00	110.7
Seasonal Wages	18.18	.00	76.70	.00	.0
Overtime Pay	97,062.41	11,873.77	114,345.97	116,241.00	98.4
Total Gross Payroll	97,062.41	11,873.77	114,345.97	116,241.00	98.4
Payroll Taxes & Benefits					
Payroll Taxes - FICA	5,977.92	733.70	7,064.04	7,323.00	96.5
Payroll Taxes - Medicare	1,255.43	171.59	1,652.16	1,685.00	98.1
Payroll Taxes - SUFA	202.81	23.76	228.71	349.00	65.5
Employee Benefits - Health Ins	5,240.04	667.34	6,787.00	9,166.00	74.1
Workman's Comp - Insurance	5,415.41	.00	149.18	7,000.00	2.1
Employee Benefits - Retirement	1,824.92	265.36	2,892.52	3,486.00	83.0
Training	.00	.00	.00	500.00	.0
Travel and Lodging	.00	.00	269.28	1,500.00	18.0
Meals	.00	.00	67.41	.00	.0
Total Payroll Taxes & Benefits	19,916.53	1,861.75	19,110.30	31,009.00	61.6
Total Personnel Cost	116,978.94	13,735.52	133,456.27	147,250.00	90.6
C&M					
04-0100-7110 Advertising	1,497.66	8.88	1,363.68	1,500.00	90.9
04-0100-7120 Bank Fees and Other Penalties	11,028.32	.00	7,682.75	11,300.00	68.0
04-0100-7122 Outside Service Fees	3,421.87	( 85.81)	1,915.21	7,000.00	27.4
04-0100-7124 Memberships/Dues	745.00	.00	.00	745.00	.0
04-0100-7144 Insurance	13,050.00	.00	9,955.99	13,040.00	76.4
04-0100-7150 Operating Supplies	9,543.21	184.41	10,675.83	9,000.00	118.6
04-0100-7151 Fuels and Lubricants	9,251.07	717.91	9,146.18	10,000.00	91.5
04-0100-7154 Office Supplies	.00	.00	10.95	500.00	2.2
04-0100-7155 Janitorial/Supplies	1,018.49	543.91	3,036.97	2,000.00	151.9
04-0100-7180 Holiday Restaurant	.00	.00	881.46	500.00	176.3
04-0100-7184 Furn, Tools & Equipment Repairs	1,301.50	175.00	2,489.45	3,000.00	83.0
04-0100-7186 Facilities/Repairs/Maintenance	500.00	.00	7,226.94	3,000.00	240.9
04-0100-7190 Utilities - Electric	9,970.81	1,122.52	8,607.91	14,000.00	61.5
04-0100-7191 Utilities - Natural Gas	7,315.55	88.80	6,690.13	11,000.00	60.8
04-0100-7192 Utilities - Water	4,900.07	1,148.02	7,827.47	6,400.00	122.3
04-0100-7193 Utilities - Telephone	2,883.35	526.44	5,026.95	2,800.00	179.5
04-0100-7194 Utilities - Trash	2,501.12	265.00	2,890.71	3,400.00	85.0

Colorado City Metropolitan District  
 Dept Summary - GOLF ENTERPRISE FUND  
 For the 10 Months Ending October 31, 2024

GOLF ENTERPRISE FUND

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
Total O&M	78,928.02	4,695.08	85,428.58	99,185.00	86.1
Interest Expenditures					
Total Interest Expenditures	.00	.00	.00	.00	.0
Capital Expenditures					
04-0100-7710					
Capital Outlays	.00	.00	.00	15,000.00	.0
Total Capital Expenditures	.00	.00	.00	15,000.00	.0
Transfers					
Total Transfers	.00	.00	.00	.00	.0
Total Expenditures	195,906.96	18,430.60	218,884.85	261,435.00	83.7
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	295,234.03	22,822.55	313,304.39	253,289.00	123.7

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
GOLF COURSE MAINTENANCE:						
Revenues						
Revenue and OFS						
04-0201-5011	CTF Proceeds	.00	.00	3,975.70	.00	.0
04-0201-5910	Interfund Transfers	.00	.00	.00	40,000.00	.0
Total Revenue and OFS		.00	.00	3,975.70	40,000.00	9.9
Expenditures						
Personnel Cost						
Gross Payroll						
04-0201-6110	Salaries	50,980.70	4,904.04	53,661.84	63,525.00	84.5
04-0201-6112	Hourly Wages	4,950.00	328.00	2,821.68	22,185.00	12.7
04-0201-6114	Seasonal Wages	70,383.12	8,623.31	75,958.27	65,000.00	116.9
04-0201-6115	Overtime Pay	18.18	.00	76.70	.00	.0
Total Gross Payroll		126,322.00	13,855.35	132,518.49	150,710.00	87.9
Payroll Taxes & Benefits						
04-0201-6210	Payroll Taxes - FICA	7,764.36	853.17	8,156.18	9,344.00	87.3
04-0201-6211	Payroll Taxes - Medicare	1,816.01	199.51	1,907.40	2,185.00	87.3
04-0201-6212	Payroll Taxes - SUTA	252.75	27.69	264.97	452.00	58.6
04-0201-6310	Employee Benefits - Health Ins	7,029.93	672.55	6,841.72	9,100.00	75.2
04-0201-6311	Workmen's Comp. Insurance	3,938.48	.00	.00	6,000.00	.0
04-0201-6312	Employee Benefits - Retirement	3,164.68	304.72	3,330.16	3,800.00	87.6
04-0201-6320	Training	.00	.00	.00	500.00	.0
04-0201-6322	Travel and Lodging	.00	.00	35.00	500.00	7.0
04-0201-6323	Meals	.00	.00	69.86	.00	.0
Total Payroll Taxes & Benefits		23,966.21	2,057.64	20,605.29	31,881.00	64.6
Total Personnel Cost						
04-0201-7122	Outside Service Fees	6,275.78	1,351.46	18,183.15	3,400.00	534.8
04-0201-7124	Memberships/Dues	600.00	.00	635.00	600.00	105.8
04-0201-7144	Insurance	1,305.00	.00	774.84	1,500.00	51.7
04-0201-7150	Operating Supplies	48,302.91	8,060.61	38,246.72	25,069.00	152.6
04-0201-7151	Fuels & Lubricants	14,181.99	1,602.85	9,745.87	14,000.00	69.6
04-0201-7155	Janitorial/Supplies	.00	.00	71.45	400.00	17.9
04-0201-7184	Furn, Tools & Equipment Repairs	9,155.21	555.28	9,830.74	10,000.00	98.3
04-0201-7186	Facilities Repairs/Maintenance	.00	.00	1,240.34	1,000.00	124.0
04-0201-7190	Utilities - Electric	2,924.24	318.13	3,126.76	4,000.00	78.2
04-0201-7191	Utilities - Natural Gas	2,477.39	58.81	2,512.76	4,000.00	62.8
04-0201-7192	Utilities - Water	440.79	377.92	928.81	700.00	132.7
04-0201-7193	Utilities - Telephone	1,385.31	163.98	1,764.20	1,900.00	92.9
04-0201-7194	Utilities - Trash	998.00	85.00	850.00	1,300.00	65.4
04-0201-7195	Utilities - Non-Potable	.00	.00	.00	40,000.00	.0
Total O&M		88,046.62	12,574.04	87,910.64	107,869.00	81.5
Interest Expenditures						
Total Interest Expenditures						
04-0201-7710	Capital Outlays	2,100.00	.00	75,229.05	150,000.00	50.2



Colorado City Metropolitan District  
 Dept Summary - GOLF ENTERPRISE FUND  
 For the 10 Months Ending October 31, 2024

GOLF ENTERPRISE FUND

	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
Total Capital Expenditures	2,100.00	.00	75,229.05	150,000.00	50.2
Transfers					
Total Transfers	.00	.00	.00	.00	.0
Total Expenditures	240,444.83	28,487.03	316,263.47	440,460.00	71.8
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	( 240,444.83)	( 28,487.03)	( 312,287.77)	( 400,460.00)	( 78.0)

PROPERTY MANAGEMENT FUND:					
	Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
Revenues					
05-0100-5300 Revenue and OFS	3,500.00	3,500.00	3,500.00	3,500.00	.0
05-0100-5700 Gain/Loss on Sale of Assets	0.00	0.00	0.00	0.00	.0
Total Revenue and OFS	41,650.00	41,650.00	41,650.00	41,650.00	.0
Expenditures					
Personnel Cost					
Gross Payroll	0.00	0.00	0.00	0.00	.0
Total Gross Payroll	0.00	0.00	0.00	0.00	.0
Payroll Taxes & Benefits					
Total Payroll Taxes & Benefits	0.00	0.00	0.00	0.00	.0
Total Personnel Cost	0.00	0.00	0.00	0.00	.0
Q&M					
05-0100-7010 Cost of Loisales	11,260.01	11,260.01	11,260.01	11,260.01	.0
Total O&M	11,260.01	11,260.01	11,260.01	11,260.01	.0
Interest Expenditures					
Total Interest Expenditures	0.00	0.00	0.00	0.00	.0
Capital Expenditures					
Total Capital Expenditures	0.00	0.00	0.00	0.00	.0
Transfers					
Total Transfers	0.00	0.00	0.00	0.00	.0
Total Expenditures	11,260.01	11,260.01	11,260.01	11,260.01	.0
Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures	30,389.99	30,389.99	30,389.99	30,389.99	.0

Colorado City Metropolitan District  
 Dept Summary - CASH HELD FOR LOTTERY - CTF  
 For the 10 Months Ending October 31, 2024

CASH HELD FOR LOTTERY - CTF

		Prior Year Actual	Monthly Actual	Current Year Actual	Budget	% Variance
<b>CASH HELD FOR LOTTERY:</b>						
<b>Revenues</b>						
Revenue and OFS						
10-0000-5010	Grant Proceeds	78,954.32	.00	118,466.46	.00	.0
10-0000-5200	Interest Income	15.79	.00	10.51	.00	.0
	<b>Total Revenue and OFS</b>	<b>78,970.11</b>	<b>.00</b>	<b>118,476.97</b>	<b>.00</b>	<b>.0</b>
	<b>Total Revenues</b>	<b>78,970.11</b>	<b>.00</b>	<b>118,476.97</b>	<b>.00</b>	<b>.0</b>
<b>Expenditures</b>						
Personnel Cost						
Gross Payroll						
	<b>Total Gross Payroll</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
Payroll Taxes & Benefits						
	<b>Total Payroll Taxes &amp; Benefits</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
	<b>Total Personnel Cost</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
O&M						
	<b>Total O&amp;M</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
Interest Expenditures						
	<b>Total Interest Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
Capital Expenditures						
	<b>Total Capital Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
Transfers						
	<b>Total Transfers</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
	<b>Total Expenditures</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.0</b>
	<b>Dept - Excess/(Deficiency) of Revenues Over/(Under) Expenditures</b>	<b>78,970.11</b>	<b>.00</b>	<b>118,476.97</b>	<b>.00</b>	<b>.0</b>



COLORADO CITY METROPOLITAN DISTRICT  
 COMBINED CASH INVESTMENT  
 OCTOBER 31, 2024

COMBINED CASH ACCOUNTS

19-0000-1105	CASH ON HAND	150.00
19-0000-1106	CASH ON DEPOSIT-COUNTY TREAS	4,346.22
19-0000-1109	CASH IN BANK - BSJ WTP/WWTP	144,303.14
19-0000-1120	CASH IN BANK - PAYROLL	382,928.46
19-0000-1125	CASH IN BANK - AP	( 260,701.21)
19-0000-1128	CASH IN BANK - MONEY MARKET	930,615.42
19-0000-1129	CASH IN BANK - DDA	1,230,248.78
19-0000-1130	CASH IN BANK - FLEXIBLE MEDICA	4,749.57
19-0000-1132	CASH IN BANK - CSAFE CORE	234,693.92
19-0000-1133	CASH IN BANK - CCAAC BANK	18,930.02
19-0000-1134	CASH IN BANK - PAYPAL	1,000.00
19-0000-1135	CASH IN BANK - CSAFE CASH	122,593.54
19-0000-1180	PETTY CASH	300.00
19-0000-1991	UM - CASH CLEARING	( 29,357.53)
	TOTAL COMBINED CASH	<u>2,784,800.33</u>
19-0000-1001	CASH ALLOCATED TO OTHER FUNDS	( 2,649,884.56)
	TOTAL UNALLOCATED CASH	<u><u>134,915.77</u></u>

CASH ALLOCATION RECONCILIATION

1	ALLOCATION TO GENERAL FUND	1,082,020.72
2	ALLOCATION TO WATER ENTERPRISE FUND	( 109,494.35)
3	ALLOCATION TO SEWER ENTERPRISE FUND	832,571.72
4	ALLOCATION TO GOLF ENTERPRISE FUND	262,374.35
5	ALLOCATION TO PROPERTY MANAGEMENT FUND	293,481.94
10	ALLOCATION TO CASH HELD FOR LOTTERY - CTF	181,555.48
16	ALLOCATION TO CAPITAL IMPROVEMENTS FUND	65,000.00
	TOTAL ALLOCATIONS TO OTHER FUNDS	<u>2,607,509.86</u>
	ALLOCATION FROM COMBINED CASH FUND - 19-0000-1001	( 2,649,884.56)
	ZERO PROOF IF ALLOCATIONS BALANCE	<u><u>( 42,374.70)</u></u>

COLORADO CITY METROPOLITAN DISTRICT

BALANCE SHEET

OCTOBER 31, 2024

GENERAL FUND

ASSETS		LIABILITIES AND EQUITY	
01-0000-1001	CASH ALLOCATED FROM FUND 19	1,082,020.72	
01-0000-1210	ACCOUNTS RECEIVABLE	118,631.98	
01-0000-1220	PROPERTY TAXES RECEIVABLE	525,558.00	
01-0000-1311	LAND FOR SALE - RESIDENTIAL	312,282.00	
01-0000-1312	LAND FOR SALE - COMMERCIAL	48,029.00	
01-0000-1344	PREPAID EXPENSES	40.00	
<b>TOTAL ASSETS</b>		<b>2,086,561.70</b>	
<b>LIABILITIES</b>			
01-0000-2110	ACCOUNTS PAYABLE	6,258.67	
01-0000-2220	FICA TAXES PAYABLE	21,089.82	
01-0000-2221	MEDICARE TAXES PAYABLE	5,101.06	
01-0000-2222	FEDERAL W/H/TAXES PAYABLE	12,184.12	
01-0000-2223	STATE W/H TAXES PAYABLE	6,010.04	
01-0000-2225	GARNISHMENT PAYABLE	4,207.24	
01-0000-2230	HEALTH INSURANCE PAYABLE	7,640.42	
01-0000-2231	MEDICAL FLEXIBLE SPENDING	3,443.40	
01-0000-2234	PENSION PAYABLE	8,170.35	
01-0000-2620	DEFERRED PROPERTY TAXES	525,558.00	
01-0000-2991	DUE TO/DUE FROM	( 75,313.47)	
<b>TOTAL LIABILITIES</b>		<b>509,068.81</b>	
<b>FUND EQUITY</b>			
01-0000-3110	UNASSIGNED FUND BALANCE	744,539.00	
01-0000-3120	RESTRICTED FB - TABOR	20,000.00	
01-0000-3140	NONSPENDABLE FB-LAND FOR SALE	388,758.95	
<b>UNAPPORTIONED FUND BALANCE:</b>		<b>341,195.88</b>	
<b>REVENUE OVER EXPENDITURES - YTD</b>		<b>341,195.88</b>	
<b>BALANCE - CURRENT DATE</b>		<b>341,195.88</b>	
<b>TOTAL FUND EQUITY</b>		<b>1,494,493.83</b>	
<b>TOTAL LIABILITIES AND EQUITY</b>		<b>2,003,562.64</b>	

COLORADO CITY METROPOLITAN DISTRICT  
BALANCE SHEET  
OCTOBER 31, 2024  
WATER ENTERPRISE FUND

<u>ASSETS</u>		
02-0000-1001	CASH ALLOCATED FROM FUND 19	( 109,494.35)
02-0000-1110	BOND FUND	127,500.49
02-0000-1131	DEBT SERVICE RESERVE FUND	268,223.53
02-0000-1209	ALLOWANCE FOR UNCOLL ACCOUNTS	( 144,484.20)
02-0000-1210	ACCOUNTS RECEIVABLE	141,334.34
02-0000-1212	A/R - AOS FEES	373,327.71
02-0000-1250	LEASE RECEIVABLE	1,015,116.14
02-0000-1310	SUPPLIES -INVENTORY, AT COST	163,536.94
02-0000-1510	FACILITIES	12,264,720.30
02-0000-1520	FURNISHINGS, TOOLS & EQUIPMENT	1,242,955.31
02-0000-1690	DEPRECIATION - FACILITIES	( 7,728,135.00)
02-0000-1692	DEPRECIATION - FURN, TOOLS & E	( 754,001.09)
02-0000-1710	LAND	317,200.76
02-0000-1810	WATER RIGHTS	358,407.14
02-0000-1811	AUGMENTATION PLAN	74,201.64
02-0000-1812	AUGMENTATION DEPRECIATION	( 74,201.64)
02-0000-1815	CONSTRUCTION IN PROGRESS	1,289,677.04
	<u>TOTAL ASSETS</u>	<u>8,824,885.06</u>
<u>LIABILITIES AND EQUITY</u>		
<u>LIABILITIES</u>		
02-0000-2110	ACCOUNTS PAYABLE	198,000.82
02-0000-2210	ACCRUED PAYROLL	( 534.67)
02-0000-2212	ACCRUED INTEREST PAYABLE	82,777.76
02-0000-2215	ACCRUED COMPENSATED ABSENCES	15,876.31
02-0000-2220	FICA TAXESPAYABLE	18,279.27
02-0000-2221	MEDICARE TAXES PAYABLE	4,275.36
02-0000-2222	FEDERAL W/HTAXES PAYABLE	12,478.12
02-0000-2223	STATE W/H TAXES PAYABLE	5,869.71
02-0000-2230	HEALTH INSURANCE PAYABLE	( 6,147.77)
02-0000-2234	PENSION PAYABLE	11,112.12
02-0000-2520	BONDS PAYABLE	2,858,258.16
02-0000-2620	DEFERRED REVENUE	1,015,116.14
	<u>TOTAL LIABILITIES</u>	<u>4,215,361.33</u>
<u>FUND EQUITY</u>		
02-0000-3110	UNASSIGNED FUND BALANCE	4,318,984.61
	UNAPPROPRIATED FUND BALANCE:	
	REVENUE OVER EXPENDITURES - YTD	<u>458,848.62</u>
	BALANCE - CURRENT DATE	<u>458,848.62</u>
	<u>TOTAL FUND EQUITY</u>	<u>4,777,833.23</u>
	<u>TOTAL LIABILITIES AND EQUITY</u>	<u>8,993,194.56</u>

COLORADO CITY METROPOLITAN DISTRICT

BALANCE SHEET

OCTOBER 31, 2024

SEWER ENTERPRISE FUND

ASSETS		LIABILITIES AND EQUITY	
03-0000-1001	CASH ALLOCATED FROM FUND 19	832,571.72	
03-0000-1110	BOND FUND	22,501.87	
03-0000-1131	DEBT SERVICE RESERVE FUND	39,313.73	
03-0000-1209	ALLOWANCE FOR UNCOLL ACCOUNTS	101,346.89	
03-0000-1210	ACCOUNTS RECEIVABLE	73,187.24	
03-0000-1212	A/R - AOS FEES	271,801.74	
03-0000-1310	SUPPLIES -INVENTORY, AT COST	4,419.06	
03-0000-1510	FACILITIES	7,661,501.32	
03-0000-1520	FURNISHINGS, TOOLS & EQUIPMENT	651,186.32	
03-0000-1690	DEPRECIATION - FACILITIES	( 4,899,130.00)	
03-0000-1692	DEPRECIATION - FURN, TOOLS & E	( 368,152.00)	
03-0000-1811	AUGMENTATION PLAN	130,505.02	
03-0000-1812	AUGMENTATION DEPRECIATION	( 130,505.02)	
TOTAL ASSETS		4,187,854.11	
LIABILITIES			
03-0000-2110	ACCOUNTS PAYABLE	4,956.44	
03-0000-2210	ACCURED PAYROLL	( 534.67)	
03-0000-2212	ACCURED INTEREST PAYABLE	14,607.84	
03-0000-2215	ACCURED COMPENSATED ABSENCES	15,867.24	
03-0000-2220	FICA TAXESPAYABLE	17,344.14	
03-0000-2221	MEDICARE TAXES PAYABLE	4,055.90	
03-0000-2222	FEDERAL W/HTAXES PAYABLE	11,142.90	
03-0000-2223	STATE W/H TAXES PAYABLE	5,561.40	
03-0000-2230	HEALTH INSURANCE PAYABLE	( 6,815.04)	
03-0000-2234	PENSION PAYABLE	10,596.23	
03-0000-2512	NOTES PAYABLE - CWRPDA	311,597.31	
03-0000-2520	BONDS PAYABLE	418,005.99	
TOTAL LIABILITIES		806,375.68	
FUND EQUITY			
03-0000-3110	UNASSIGNED FUND BALANCE	3,514,555.58	
UNAPPROPRIATED FUND BALANCE:			
REVENUE OVER EXPENDITURES - YTD		56,743.07	
BALANCE - CURRENT DATE		56,743.07	
TOTAL FUND EQUITY		3,571,298.65	
TOTAL LIABILITIES AND EQUITY		4,377,674.33	



COLORADO CITY METROPOLITAN DISTRICT  
BALANCE SHEET  
OCTOBER 31, 2024  
GOLF ENTERPRISE FUND

<u>ASSETS</u>		
04-0000-1001	CASH ALLOCATED FROM FUND 19	262,374.35
04-0000-1210	ACCOUNTS RECEIVABLE	107,000.00
04-0000-1250	LEASE RECEIVABLE	51,057.66
04-0000-1310	SUPPLIES -INVENTORY, AT COST	8,593.28
04-0000-1510	FACILITIES	1,035,135.00
04-0000-1520	FURNISHINGS, TOOLS & EQUIPMENT	1,341,442.49
04-0000-1690	DEPRECIATION - FACILITIES	( 917,048.00)
04-0000-1692	DEPRECIATION - FURN, TOOLS & E	( 1,067,134.00)
04-0000-1710	LAND	948,683.00
		948,683.00
	TOTAL ASSETS	1,770,103.78
<u>LIABILITIES AND EQUITY</u>		
<u>LIABILITIES</u>		
04-0000-2110	ACCOUNTS PAYABLE	5,074.72
04-0000-2210	ACCRUED PAYROLL	( .10)
04-0000-2215	ACCRUED COMPENSATED ABSENCES	6,203.01
04-0000-2220	FICA TAXESPAYABLE	24,244.25
04-0000-2221	MEDICARE TAXES PAYABLE	5,656.91
04-0000-2222	FEDERAL W/HTAXES PAYABLE	8,601.51
04-0000-2223	STATE W/H TAXES PAYABLE	5,544.93
04-0000-2230	HEALTH INSURANCE PAYABLE	594.39
04-0000-2234	PENSION PAYABLE	5,957.94
04-0000-2620	DEFERRED INFLOW	51,057.66
		51,057.66
	TOTAL LIABILITIES	112,935.22
<u>FUND EQUITY</u>		
04-0000-3110	UNASSIGNED FUND BALANCE	1,513,004.92
	UNAPPROPRIATED FUND BALANCE: REVENUE OVER EXPENDITURES - YTD	1,016.62
	BALANCE - CURRENT DATE	1,016.62
	TOTAL FUND EQUITY	1,514,021.54
	TOTAL LIABILITIES AND EQUITY	1,626,956.76

752,931.94					TOTAL LIABILITIES AND EQUITY
752,931.94					TOTAL FUND EQUITY
	752,931.94				UNASSIGNED FUND BALANCE 05-0000-3110
					FUND EQUITY
					LIABILITIES AND EQUITY
752,931.94					TOTAL ASSETS
	293,481.94				CASH ALLOCATED FROM FUND 19 05-0000-1001
	448,809.00				LAND FOR SALE - RESIDENTIAL 05-0000-1311
	10,641.00				LAND FOR SALE - INDUSTRIAL 05-0000-1313

COLORADO CITY METROPOLITAN DISTRICT  
 BALANCE SHEET  
 OCTOBER 31, 2024  
 PROPERTY MANAGEMENT FUND

COLORADO CITY METROPOLITAN DISTRICT  
 BALANCE SHEET  
 OCTOBER 31, 2024  
 CASH HELD FOR LOTTERY - CTF

<u>ASSETS</u>		
10-0000-1001	CASH ALLOCATED FROM FUND 19	181,555.48
10-0000-1112	CASH IN BANK - CTF	90,961.54
10-0000-1999	CASH DUE FROM AGENCY FUND	75,587.31
		348,104.33
<u>TOTAL ASSETS</u>		
348,104.33		
<u>LIABILITIES AND EQUITY</u>		
<u>LIABILITIES</u>		
10-0000-2991	DUE TO/DUEFROM	75,313.47
		75,313.47
<u>TOTAL LIABILITIES</u>		
75,313.47		
<u>FUND EQUITY</u>		
10-0000-3110	UNASSIGNEDFUND BALANCE	157,246.02
UNAPPROPRIATED FUND BALANCE:		
	REVENUE OVER EXPENDITURES - YTD	118,476.97
		118,476.97
BALANCE - CURRENT DATE		
		118,476.97
<u>TOTAL FUND EQUITY</u>		
275,722.99		
<u>TOTAL LIABILITIES AND EQUITY</u>		
351,036.46		

	ASSETS
	=====
	16-0000-1001 CASH ALLOCATED FROM FUND 19
65,000.00	TOTAL ASSETS
	=====
	LIABILITIES AND EQUITY
	=====
	FUND EQUITY
	=====
	16-0000-3110 FUND BALANCE
65,000.00	TOTAL FUND EQUITY
	=====
	TOTAL LIABILITIES AND EQUITY
65,000.00	
=====	
65,000.00	
=====	

COLORADO CITY METROPOLITAN DISTRICT  
 BALANCE SHEET  
 OCTOBER 31, 2024  
 CAPITAL IMPROVEMENTS FUND

COLORADO CITY METROPOLITAN DISTRICT  
BALANCE SHEET  
OCTOBER 31, 2024  
GEN FIXED ASSET ACCOUNT GROUP

<u>ASSETS</u>		
50-0000-1510	FACILITIES	2,696,477.41
50-0000-1520	FURNISHINGS, TOOLS & EQUIPMENT	1,019,109.38
50-0000-1690	DEPRECIATION - FACILITIES	( 2,263,723.00)
50-0000-1692	DEPRECIATION - FURN, TOOLS & E	( 826,713.00)
50-0000-1710	LAND	<u>5,334,893.38</u>
	TOTAL ASSETS	<u><u>5,960,044.17</u></u>
<u>LIABILITIES AND EQUITY</u>		
<u>FUND EQUITY</u>		
50-0000-3200	INVESTMENT IN GEN FIXED ASSETS	<u>5,960,044.17</u>
	TOTAL FUND EQUITY	<u><u>5,960,044.17</u></u>
	TOTAL LIABILITIES AND EQUITY	<u><u>5,960,044.17</u></u>



Rate Number	Rate Description	Service	Number of Customers	Number of Units	Base/Minimum	Excess Amount	Adjustments	Total Amount	Quantity Billed
101	Water 3/4" Meter-Single Family	WTR	1,078	1,079.0000	39,585.77	44,006.08	.54	83,592.39	5,077,308.0000
102	Water 1" Meter-Single Family	WTR	8	8.0000	344.08	263.69	.00	607.77	32,141.0000
111	Water 3/4" Meter-Multi Family	WTR	3	3.0000	112.11	197.73	.00	309.84	25,926.0000
112	Water 1" Meter-Multi Family	WTR	3	3.0000	129.03	427.34	.00	556.37	56,030.0000
113	Water 1 1/2" Meter-Multi Family	WTR	5	5.0000	285.25	786.21	5,070.35-	3,988.89-	561,710.0000-
121	Water 3/4" Meter-Commercial	WTR	36	36.0000	1,346.80	922.61	.00	2,269.41	84,988.0000
122	Water 1" Meter-Commercial	WTR	16	16.0000	710.56	6,961.86	.00	7,672.42	641,292.0000
123	Water 1 1/2" Meter-Commercial	WTR	4	4.0000	236.60	218.82	.00	455.42	20,156.0000
124	Water 2" Meter-Commercial	WTR	6	6.0000	461.22	1,192.76	.00	1,653.98	109,870.0000
126	Water 4" Meter-Commercial	WTR	3	3.0000	620.82	5,216.60	.00	5,837.42	480,528.0000
130	Water 3" Bulk	WTR	1	1.0000	.00	6,919.63	.00	6,919.63	480,530.0000
199	Water - Non-Bill Rate	WTR	1	1.0000	.00	.00	.00	.00	118,700.0000
301	Sewer - 3/4" Single/Multifamily	SWR	999	999.0000	45,374.21	4,081.36	91.28-	49,364.29	3,264,695.0000
302	Sewer - 1" Single/Multi Family	SWR	10	10.0000	456.40	46.89	.00	503.29	38,320.0000
303	Sewer - 1 1/2" Single/Multi Famil	SWR	5	5.0000	228.20	535.70	.00	763.90	98,547.0000
321	Sewer - 3/4" Commercial	SWR	30	30.0000	564.30	436.26	.00	1,000.56	53,400.0000
322	Sewer - 1" Commercial	SWR	14	14.0000	263.34	1,315.93	.00	1,579.27	161,070.0000
323	Sewer - 1 1/2" Commercial	SWR	4	4.0000	75.24	221.18	.00	296.42	27,071.0000
324	Sewer - 2" Commercial	SWR	4	4.0000	75.24	658.52	.00	733.76	88,397.0000
326	Sewer - 4" Commercial	SWR	3	3.0000	56.43	1,509.29	.00	1,565.72	184,735.0000
340	Sewer - Rye 8" Meter	SWR	1	1.0000	.00	1,075.42	.00	1,075.42	118,700.0000
701	WWTP Dola Loan Debt Fee	DLF	1,069	1,069.0000	1,658.39	.00	.00	1,658.39	.0000
801	WWTP Loan Debt Fee	LDF	1,069	1,069.0000	1,371.35	.00	.00	1,371.35	.0000
1001	Water AOS Fee (Annual)	WAO	466	466.0000	.00	.00	62,494.21-	62,494.21-	.0000
1101	Sewer AOS Fee (Annual)	SAO	301	301.0000	.00	.00	31,640.08-	31,640.08-	.0000
1301	Misc	MSC	9	9.0000	.00	125.00	100.00	225.00	.0000
1501	NSF Check Fee	NSF	1	1.0000	.00	.00	25.00	25.00	.0000
1601	Certification Fee	CTF	477	477.0000	.00	.00	4,750.00	4,750.00	.0000
1801	Penalty	PEN	111	111.0000	555.00	264.04	120.29-	698.75	.0000
1901		RCF	8	8.0000	.00	.00	225.00	225.00	.0000
Grand Totals:			5,745	5,746.0000	94,510.34	77,382.92	94,315.67-	77,577.59	10,600,694.000

7089949  
 + 116325 Standpipe From spreadsheet  
 -----  
 7206274  
 + 366016 sewer  
 -----  
 7572290  
 287570 Golf course  
 -----  
 7859860  
 332339 water plant  
 -----  
 8192199





2024 Piezometer

Perometer Readings for 2024

	P 1/2	P/3	P/4	P/5	P/6	P/11	P/12	lake level	Inspector
	Dry	Void	21.1	20.2	Dry	13.9	22.1	14.1	GB
1/4/2024	17.9	Void	21.1	20.2	26.1	21.8	22	14.2	GB
1/9/2024	Dry	Void	21.1	20.2	Dry	21.8	22.1	14.3	GB
1/17/2024	17.9	Void	21.1	20.1	26.1	21.8	22.1	14.3	GB
1/25/2024	Dry	Void	21.2	20.1	Dry	21.7	22.1	13.8	GB
1/29/2024	17.9	Void	21.1	20.2	Dry	13.9	22.1	13.8	GB
2/8/2024	Dry	Void	21.2	20.1	Dry	12.2	22.1	13.8	GB
2/14/2024	17.9	Void	21.1	20.2	Dry	12.3	22.1	14.1	GB
2/20/2024	Dry	Void	21.1	18.4	25.7	12.7	22.1	14.4	GB
2/27/2024	17.9	Void	21.1	18.3	Dry	12.5	22.1	14.5	GB
3/7/2024	Dry	Void	21.1	19.6	Dry	12.8	21.6	14.6	GB
3/13/2024	17.9	Void	21.1	19.6	Dry	12.8	21.6	14.6	JE
3/21/2024	Dry	Void	21.1	18.4	24.1	11.9	20.9	14.6	JE
3/29/2024	dry	Void	20.9	19.7	Dry	10.8	21	14.5	JM
4/5/2024	Dry	Void	21	14.7	Dry	11.6	21.7	14.4	JM/GB
4/12/2024	Dry	Void	21.1	14.6	Dry	11.6	21.6	14.2	GB

2024 Piezometer

<u>Date</u>	<u>P1/2</u>	<u>P/3</u>	<u>P/4</u>	<u>P/5</u>	<u>P/6</u>	<u>P/11</u>	<u>P/12</u>	<u>Lake level</u>	<u>Inspector</u>
4/17/2024	17.5 Dry	Void	21	14.6	Dry 26.1	11.7	21.6	14.1	GB
4/22/2024	17.9	Void	21	19.1	26.1	12.3	22.5	13.9	GB/JM
4/28/2024	Dry 17.9	Void	21	13.5	Dry 26.1	12	22.4	14	GB
5/8/2024	17.3	Void	21	17.2	25.2	12	21.1	14.8	GB
5/15/2024	17.2	Void	21	18.1	25.6	11.5	20.9	14.7	GB/JE/JM
5/24/2024	17.3	Void	21	18.4	25.7	11.8	21.2	14.7	GB
5/29/2024	17.4	void	21	18.6	Dry 26.1	12	21.2	14.7	GB
6/1/2024	17.7	Void	20.9	18.7	Dry 26.1	12.1	21.6	14.5	GB
6/5/2024	17.7	Void	20.9	18.7	Dry 26.1	12.1	21.6	14.5	GB
6/12/2024	16.6	Void	20.9	16.6	24.4	11.2	20.2	15.5	GB
6/21/2024	16.6	Void	20.9	16.6	24.4	11.2	20.2	15.5	GB
6/28/2024	17.2	void	20.8	17.5	25	11.1	20.5	15.4	JM/JE
7/2/2024	17.4	Void	20.9	17.5	25.2	11.5	20.6	15.5	GB
7/10/2024	17.6	Void	20.8	18	25.9	11.3	21.1	15.1	GB
7/17/2024	17.8	Void	20.8	18.5	25.8	11.5	21.8	14.9	GB

2024 Piezometer

<u>Date</u>	<u>P1/2</u>	<u>P/3</u>	<u>P/4</u>	<u>P/5</u>	<u>P/6</u>	<u>P/11</u>	<u>P/12</u>	<u>Lake level</u>	<u>Inspector</u>
7/24/2024	17.7	void	20.8	12.6	Dry 26.1	11.3	21.6	14.8	GB
7/30/2024	17.6	Void	20.8	18.1	Dry 26.1	11.3	21.1	14.8	GB
8/8/2024	17.9	Void	20.8	18.1	Dry 26.1	11.9	22.2	14.4	GB
8/15/2024	Dry 17.9	Void	20.7	16.8	Dry 26.1	cap missing 8.8 dry	22.3	14.2	GB
8/22/2024	dry 17.9	void	20.8	18.3	26.1	dry 8.4	22.6	13.8	GB
8/28/2024	dry 17.9	void	20.8	19.3	Dry 26.1	Dry 8.4	22.9	13.6	GB
9/6/2024	DRY 17.9	VOID	20.7	18.3	26.1	DRY 8.4	22.6	13.6	GB
9/12/2024	Dry 17.9	void	20.8	18.4	Dry 26.1	dry 8.4	22.4	13.2	GB
9/18/2024	Dry 17.9	void	20.7	18.5	dry 26.1	dry 8.4	22.3	13.2	GB
9/26/2024	Dry 17.9	void	20.8	19.7	Dry 26.1	dry 8.5	23.7	12.8	GB
10/3/2024	Dry 17.9	void	20.9	20.8	Dry 26.1	dry 8.5	23.8	12.4	GB
10/10/2024	dry 17.9	Void	20.8	20.9	Dry 26.1	dry 8	23.8	12.2	GB
10/17/2024	Dry 17.9	Void	20.8	20.8	Dry 26.1	Dry 8	23.7	12.1	GB
10/28/2024	Dry 17.9	void	20.8	20.7	Dry 26.1	dry 8	23.7	12.2	GB
11/1/2024	dry 17.9	Void	20.8	20.8	Dry 26.1	Dry 8	23.7	12.6	GB
11/8/2024	Dry 17.9	void	20.8	18.4	Dry 26.1	Dry 8	22.4	13.1	GB



Lake Beckwith Measurement for weekly report

Date	lake level	4"	6'	seep	wier	pit		inspector
1/4/2024	14.1	Dry	1min=350ml	Dry	0.12	Dry		GB
1/9/2024	14.2	Dry	1min=350ml	Snow	0.14	Dry		GB
1/17/2024	14.3	Dry	1min=250ml	Dry	0.1	Dry		GB
1/25/2024	13.8	Dry	1min=200ml	Dry	0.1	Dry		GB
1/29/2024	13.8	Dry	1min=225ml	snow	0.1	Dry		GB
2/8/2024	13.9	Dry	1min= 250ml	Snow	0.12	Dry		GB
2/14/2024	14.1	dry	1min=250ml	snow	0.12	dry		GB
2/20/2024	14.4	Dripping	1min=1 qt	wet	0.14	dry		GB
2/27/2024	14.5	Dripping	1min=1 qt	wet	0.13	Dry		GB
3/7/2024	14.6	1min=1/2qt	1min=1 qt	wet	0.8	Dry		GB
3/13/2024	14.6	1min=1/2qt	1min=1 qt	wet	0.3	Dry		JE
3/21/2024	14.9	1min=300ml	1min=1.75gal	damp	0.19	Dry		JE
3/29/2024	14.5	1min=1qt	1min= 3qt	wet	0.16	Dry		JM
4/5/2024	14.4	1min=1qt	1min=3qt	wet	0.14	Dry		JM/GB
4/12/2024	14.2	1min=1.5qt	1min=3qt	wet	0.13	dry		GB
4/17/2024	14.1	1min=1.5qt	1min=3.5qt	wet	0.15	Dry		GB
4/22/2024	13.9	Dry	1min=1qt	Damp	0.14	Dry		JM/GB
4/28/2024	14	Dry	1min=1qt	damp	0.14	Dry		GB
5/8/2024	14.8	1min=1/2 gal	1min=1.5qt	wet	0.16	Dry		GB
5/15/2024	14.7	1min=2.5qt	1min=2qt	wet	0.16	dry		GB/JE/JM
5/24/2024	14.7	1min=2.5qt	1min=2.5qt	Wet	0.14	Dry		GB
5/29/2024	14.7	1min=2.75qt	1min=1qt	wet	0.18	Dry		GB
6/5/2024	14.5	1min=1qt	1min=1qt	wet	0.16	Dry		GB
6/12/2024	15.8	1min=1.5Gal	1min=1qt	wet	0.16	Dry		GB
6/21/2024	15.5	1min=1.5	1min=.5	Wet	0.24	Dry		GB
6/28/2024	15.4	1min 1.5Gal	1min=1Qt	wet	.8gcoverflow	Dry		JM/JE
7/2/2024	15.5	1min=1.5Gal	1min=1Qt	Wet	0.16	Dry		GB
7/10/2024	15.1	1min=.5Gal	1min=1qt	wet	0.18	Dry		GB
7/17/2024	14.9	1min=.5Gal	1min=1qt	wet	0.16	Dry		GB
7/24/2024	14.8	1min=.5Gal	1min=1Qt	damp	0.15	Dry		GB
7/30/2024	14.8	1min=<.5Gal	1min=1Qt	Damp	0.14	Dry		GB
8/8/2024	14.4	1min=1.5Gal	1min=1Qt	Damp	0.14	Dry		GB
8/15/2024	14.2	dry	1min=300ml	dry	0.12	Dry		GB
8/22/2024	13.8	dry	1min=200ml	dry	0.12	dry		GB
8/28/2024	13.6	dry	1min=<200ml	dry	0.12	dry		GB
9/6/2024	13.6	DRY	1min=<150ml	dry	0.1	dry		GB
9/12/2024	13.2	Dry	1min<150ml	Dry	0.1	Dry		GB
9/18/2024	13.2	Dry	1min<100ml	Dry	0.1	Dry		GB
9/26/2024	12.8	dry	1min<100ml	Dry	0.1	dry		GB
10/3/2024	12.4	Dry	1min<100ml	Dry	0.1	Dry		GB
10/10/2024	12.2	Dry	1min<50ml	Dry	0.1	Dry		GB
10/17/2024	12.1	dry	1min<50ml	Dry	0.1	Dry		GB
10/28/2024	12.2	Dry	1min=<50ml	Dry	0.1	Dry		GB
11/1/2024	12.6	Dry	1min<75ml	Dry	0.1	Dry		GB



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**Wildlife**

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From Marcia Henning <graciehenning@gmail.com>

Date Wed 11/20/2024 11:06 AM

To colocitymanager@ghvalley.net <colocitymanager@ghvalley.net>

Dear Jim,

I understand there is some consternation recently about wildlife in our community. I have a degree in Environmental Studies and Wildlife Management. I am retired and live on the west side of Lake Beckwith. We have a people problem not a wildlife problem. I live in the foothills and have never had a problem with bear or mountain lions. One reason is because I keep my trash in my garage as Mountain Disposal asks us to do, unlike most of the people here who think they can ignore common sense and then expect the government to do something about it. I offered to write a grant for bear proof trash cans for free for the parks here 4 years ago and was ignored. Beulah has done this perhaps you need to speak with the Beulah city manager. Also, I heard a rumor that deer hunting with a bow is being considered within city limits. This is a health and safety hazard in a residential area for children and the elderly, or anyone really. Sounds like a class action lawsuit waiting to happen to me. Many older adults walk daily around Lake Beckwith and need to do so safely. If the deer need to be culled by Parks and Wildlife they will take care of it. The Canadian geese year round population is 30 geese. I have monitored this for 8 years. They are also protected under the Migratory Bird Act.

We have people moving here from urban areas that don't want to take personal responsibility or are trigger happy. We are close to the mountains for any responsible hunter who isn't too lazy to walk. If people want to live here they need to educate themselves about living with wildlife. Please don't let our beautiful natural community be converted into another awful suburb.

Please share this email with your board. I am also sending a copy to Parks and Wildlife.

Thank you.

Marcia Henning  
P.O. Box 19436  
Colorado City, CO

