

Meeting of the Delegates

Minutes

Minutes from January 20, 2026



Agenda

Agenda item:	Call to Order	Presenter:	Monica Wasden
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President Wasden called the meeting to order at 6:01 p.m.

Agenda item:	Guest Speaker	Presenter:	DA George Brauchler
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23rd Judicial District Attorney, George Brauchler, gave a presentation. Within his presentation:

- Information about the Judicial Districts within Colorado.
- Shared a video outlining the 23rd Judicial District in Colorado.
- Statistics about crime in Douglas County in 2024 vs 2025.
- Information about House Bill1060 and the recent lawsuit that was filed.
- Time was allotted for Q & A.

Agenda item:	Pledge of Allegiance	Presenter:	Monica Wasden
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President Wasden led the meeting in the Pledge of Allegiance.

Agenda item:	Roll Call/Establishment of Quorum	Presenter:	Theresa Hill
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Conclusions:

A quorum was established; 22,642 of 31,934 lots were present.

Agenda item:	Proof of Notice of Meeting	Presenter:	Jim Allen
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Jim Allen confirmed the Proof of Notice of Meeting.

Agenda item:	Approval of Minutes for the Meeting of the Delegates for the November 18, 2025, Meeting	Presenter:	Monica Wasden
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Conclusions:

The November 2025 minutes were approved — motioned by Dennis Epperly, District 02 and seconded by Clay Karr, District 114. Motion carried.



Agenda item: Member Forum

Presenter: Members

Nate Marsh, 424 Spring Grove Avenue: Running for Representative in House District 43. Nate asked for HRCA Members to support him in his race.

Senator John Carson, 2652 Baneberry Court: Let Members know the legislature is in session Jan. 14 – May 14 and shared his email if anyone has any questions or concerns. Senator Carson also wanted to thank the leadership and Board for the legislative meeting held during the last Board Working Session.

Agenda item: Board of Directors Report

Presenter: Monica Wasden

President Wasden shared regarding the upcoming Delegate Elections. Candidate applications open January 30 – February 27. It is an even numbered and vacant district election year. President Wasden also shared information about the legislative meeting held at the last Board Working Session and the positive outcome of the meeting.

Agenda item: Board of Director Comments

Presenter: Board of Directors

None

Agenda item: General Manager Report

Presenter: Mike Bailey

General Manager Mike Bailey presented a report. Within his report:

- Shared regarding the legislative meeting that the Board hosted on January 12.
- Shared information regarding the Highlands Ranch Community Scholarship Fund. Applications are live January 23 and close March 6. This year, HRCSF is awarding 20-25 scholarships of \$2,500 to local seniors.
- Shared a video recap of 2025.
- Shared that HRCA received confirmation from Douglas County regarding the funds for Wildcat Regional Park.

Agenda item: Department Updates – Capital Reserves

Presenter: Mark Gunther

Mark Gunther, Chief Operating Officer, presented a PowerPoint. Within his presentation:

- An update on Capital Reserves for each recreation center for 2025.
- Information about the Emergency Reserve Budget and which projects were included in 2025.
- Time was allotted for Q & A.



Agenda item: Department Updates – Human Resources

Presenter: Cammie Ellis

Cammie Ellis, Chief Human Resources Officer, presented a PowerPoint. Within her presentation:

- Information on the staffing demographics and departments at HRCA.
- Highlights from 2025, including stats on turnover, employee engagement, and worker's compensation.
- Information regarding standardized job descriptions and interview questions.
- Updates about the Employee Relations Committee and other team celebrations throughout 2025.
- Initiatives for 2026, including implementing a new HRIS Payroll System, creating content for the Learning Management System, and creating a formalized program to identify bench strength for HRCA's future leaders.
- Time was allotted for Q & A.

Agenda item: Continued Business

Pattie McGuinness, District 112: Asked for an update on Wildcat Regional Park. General Manager Mike Bailey shared an update on the status of the project.

Agenda item: New Business

Monica Wasden

None

Agenda item: Delegate Forum

Presenter: Delegates

Discussion:

Jac Lebbs, District 103: Mentioned recent changes with Waste Connections and they will no longer be taking extra bags of garbage. Suggested having a drop zone or recycling station. General Manager Mike Bailey shared that there will be two Clear the Clutter events in 2026 and an update from Waste Connections at the February meeting.



Agenda item: Adjournment

Presenter: Monica Wasden

Conclusions:

Motioned by Greg Herman, representing District 17, and seconded by Stu Parker, representing District 73. The Meeting of the Delegates was adjourned to 7:24 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Jim Allen", is written over a horizontal line.

Jim Allen, Secretary