

**MINUTES OF THE
SPECIAL MEETING OF THE BOARD OF DIRECTORS OF THE
MT. CRESTED BUTTE WATER AND SANITATION DISTRICT
FEBRUARY 17, 2026**

Special Meeting of the Mt. Crested Butte Water and Sanitation District (District) Board of Directors was held at 4:00 pm on Tuesday, **February 17, 2026**, via <https://zoom.us/my/mcbwsdboardmeeting>.

Members of the Board of Directors in attendance at the Special Board Meeting were as follows:

Nancy Woolf - Chair, Nancy Grindlay - Vice-Chair, Jenn O'Brien - Board Member

Jonathan Ferrell - Treasurer joined the Meeting/Executive Session at 4:14 pm

Tom Rolleczek - Board Member had an excused absence

Also present:

Adam Bembenek - Wastewater Supervisor, Nicole Bogenschuetz - District Engineer, Tracy Davenport - A/P Coordinator, Kent Fulton - Finance Manager/Board Secretary, Kyle Koelliker - Water Supervisor, Marcus Lock - District's Attorney, Kim Wrisley - A/R Coordinator/Recorder

Brian Carney - Water Foreman joined the meeting at 4:36 pm

Board Meeting Agenda

1. Call to Order

- The special meeting of the Board of Directors was called to order by Woolf at 4:01 pm and a quorum was present.

2. Citizen Comment Period

- No citizens presented comments.

3. District Manager Position

- Woolf announced that Mike Fabbre, District Manager, submitted a letter of resignation. This meeting was called to accept his resignation and determine next steps.

4. Potential Action Regarding District Manager Position

- Decisions will be made regarding how to proceed in the interim and what needs done to fulfill the statutory requirements for this situation.
- Lock noted statute provisions addressing the hiring of a Chief Executive Officer (CEO) for a Special District of any local government. The process requires the establishment of a search committee to define job search goals, compose a job description, establish deadlines for application, outline selection procedures and create the timeframe for appointing/employing a CEO.
- Lock recommended the Board finalize arrangements with Fabbre, appoint an interim District Manager to serve during the search process and appoint a search committee comprised of Board members and others desiring to help with the search.

5. New/Old Business Before the Board

- No new/old business was presented.

6. Executive Session

- Consideration of an executive session to discuss the District Manager Position (the "Subject Matter") pursuant to C.R.S. § 24-6-402(4)(b) for the purpose of receiving legal advice on specific legal questions from the District's general counsel on the Subject Matter, and C.R.S. § 24-6-402 (4)(e)(I), to determine positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators with respect to the Subject Matter.

MOTION by Woolf and seconded by Grindlay to move into Executive Session at 4:08 pm with Lock remaining for the discussion. Motion voted in favor.

- Bogenschuetz was requested to join the Executive Session at 4:46 pm.

MOTION by Ferrell and seconded by O'Brien to exit Executive Session at 5:00 pm. Motion voted in favor.

7. Potential Discussion and Action Regarding the Subject Matter Discussed in Executive Session

- The Board has accepted Fabbre's resignation and will appoint an Interim District Manager.

MOTION by O'Brien and seconded by Grindlay to approve the Separation Agreement discussed in Executive Session and to allow Woolf to approve non-material changes. Motion voted in favor.

- The Board has spoken with Bogenschuetz regarding accepting the role of Interim District Manager.

MOTION by Grindlay and seconded by O'Brien to offer Bogenschuetz the position of Interim District Manager. Motion voted in favor.

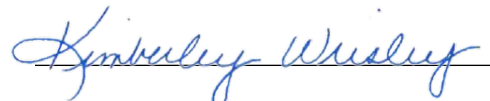
- Ongoing discussions will continue with Bogenschuetz regarding roles and responsibilities.
- Bogenschuetz requested there be an evaluation after two months to confirm this arrangement is working for both her and the Board.
- As part of the negotiations, the Board has agreed to increase her compensation and paid time off because of the additional responsibilities.
- Bogenschuetz accepted the position and is granted full authority to act as District Manager.
- Rolleczek and Grindlay have volunteered to be Board representatives on the search committee. Grindlay will be available until February 26, 2026 and after March 10, 2026. Woolf has volunteered to fill in during Grindlay's time away if needed. The Board would like the committee to include some other staff members and a professional search firm. Lock noted that staff not specifically on the search committee can still have input for and/or involvement with the search committee. He suggested the Interim District Manger be one of the staff representatives.
- There was consensus that the search committee start meetings next week to draft advertising that will begin the following week, to secure a recruiting firm and to begin a plan for accomplishing the additional statutory requirements.

MOTION by O'Brien and seconded by Woolf to form a search committee for the District Manager position comprised of Rolleczek, Grindlay and Bogenschuetz. Motion voted in favor.

- O'Brien and Grindlay will be meeting with all District staff on Thursday, February 19, 2026 to address the decisions made at this meeting and to answer questions.

8. Adjourn

MOTION by Woolf and seconded by Grindlay to adjourn the Special Board Meeting at 5:19 pm. Motion voted in favor.



Drafted by: Kimberley Wrisley



Submitted by: Kent Fulton