
**SOUTHEASTERN COLORADO
WATER CONSERVANCY
DISTRICT MINUTES
October 16, 2025**

A meeting of the Board of Directors of the Southeastern Colorado Water Conservancy District (District) was held on Thursday, October 16, 2025, at 9:32 a.m., at the District office, 31717 United Avenue, Pueblo, Colorado. The ZOOM platform was also made available for Board Members and Visitors.

Attendance:

Board Members Present:

Abby Ortega	Curtis Mitchell	Mike Bartolo
Alan Hamel	Dallas May	Pat Edelmann
Andy Colosimo	Greg Felt	Seth Clayton
Ann Nichols	Justin DiSanti	Tom Goodwin
Bill Long	Kevin Karney	

DIRECTOR(S) ABSENT AND EXCUSED:

Matt Heimerich.

DISTRICT OFFICIALS:

Executive Director Leann Noga; General Counsel, Lee Miller; Staff Attorney Peter Levish; Senior Policy and Issues Manager Chris Woodka; Engineering Manager, Gordon Dillon; Project Engineer, Trevor Singleton; Water Resources Engineer, Robert Banham; Water Resources Administrative Analyst, Margie Medina; Administrative Manager, Misty Bellino; Administrative Support Specialist Patty Rivas; H2O Consultant, Roy Vaughan; Jewell, Jimmerson Natural Resources Law, April Hendricks and Pete Jaacks; Wilson Water Group, Mitch Frischmeyer (remote); and Kogovsek & Associates, Christine Arbogast.

PRESENT VISITORS:

Aurora Water, Abba Ahmed; Pueblo West Metro District, Elissa Velasquez and Jeffery DeHerrera.

VISITORS CONNECTED VIA ZOOM:

James Ayalla, Representative Jeff Hurds Office; Kaysie Schmidt, Otero County; Lonnie Spady, Division of Water Resources; and Rick Kienitz, Aurora Water.

CONSENT ITEMS:

Mr. Hamel moved, seconded by Mr. Colosimo, to approve:

- The minutes of the September 18th District Board meeting
- Treasurer report for September 2025

Motion carried unanimously

ACTION ITEMS:

EMPLOYEE TOTAL COMPENSATION STUDY

Mrs. Noga presented to the Board an action item recommending moving forward with one of the top three rated Consultants to complete the Employee Total Compensation Study.

The Human Resource Committee agreed to have Mrs. Noga perform a request for proposal to identify qualified consulting firms to conduct an Employee Total Compensation Study. This study will assess the District's current employee compensation and benefits program relative to the current markets and comparable to public sector organizations with data-driven recommendations to ensure competitiveness, equity, and alignment with organizational goals.

The District invited fourteen qualified firms to submit proposals and received six complete submissions by the required due date and time. The Human Resource committee reviewed a comprehensive summary and evaluation of each proposal, including an overall ranking and an analysis of the proposed project timelines. The District's priority is to select the proposal that offers the most effective approach and highest-quality final product, with flexibility regarding the project's duration to ensure optimal outcomes. The score set forth in this report is not and shall not be the only determination for the chosen consultant. The score will assist the Human Recourse Committee with comparison data for discussion making.

On October 15, 2025, the Human Resource Committee met and Mrs. Noga provided recommendations for the Employee Total Compensation Study, a discussion was held. The Human Resource Committee took action, passed unanimously a recommendation to the Board of Directors to move forward with Synergized HR Consultant to perform the study and to not exceed a total cost of \$25,000.

Mr. Hamel moved, seconded by Mr. Goodwin, that the Board of Directors approve Synergized HR Consulting to perform the Employee Total Compensation Study, authorized the Executive Director to contract for services with a not to exceed of \$25,000. Motion carried unanimously.

MONTHLY/QUARTERLY REPORTS:

COLORADO RIVER ISSUES

Mr. Lee Miller updated the Board with the following:

Acting Commissioner (formerly Acting Assistant Secretary) Scott Cameron set a November 11, 2025, deadline for the seven Basin states to propose an agreement in principle to the Interior Department, with details to be completed no later than February 14, 2026, for consideration by the Department in the Record of Decision. Negotiations among the States are ongoing. The Board will be requested to enter executive session at this meeting to discuss current developments in the negotiations.

On September 17-18, 2025, the Colorado Water Conservation Board (CWCB) held a formal hearing regarding the River District's request that the CWCB accept the donation of the Shoshone Power Plant water rights for instream flow purposes. The CWCB will hold deliberations at the November 2025 CWCB meeting to decide on accepting the donation.

The District was not a party in the proceedings but continues to stay in contact with the participating Front Range Water Council to stay informed. The District decision to not participate in the CWCB hearing will not preclude the District from filing a statement of opposition to the resulting water court application to protect the District's water rights.

CWCB REPORT

Mr. Greg Felt updated the Board on the following topics:

1. Shoshone Permanency Project on the Colorado River and the public hearing regarding that which was held by the CWCB in September at the three-day meeting.
2. The discussion comes down to two main issues: Quantifying the historic (nonconsumptive) use of the diversion and working out an acceptable method for managing the call on the water right.
3. The Water Court will have to preside over the quantification, but the CWCB board and the Colorado River Water Conservation District have to figure out how to manage the call.
4. This is currently a point of dispute and will be taken up anew at the continuation of the hearing at the November meeting of the CWCB board.

Questions were asked of Mr. Felt.

INFORMATIONAL ITEMS:

The Board was provided written material on the following topics, which were posted to the Board website, and OnBoard:

- Water Court Resume
- 2026 Budget Message
- Winter Water Annual Meeting
- NWRA Annual Conference and Leadership Forum
- December Board Meeting/Holiday Luncheon
- Colorado River Water Users Association Annual Conference

President Long asked if there were any other matters to come before the District Board. Hearing no other matters, Mr. Long recessed the District meeting at 9:59 a.m.

Respectfully submitted,

**Patty Rivas
Administrative Support Specialist**

Seth Clayton – Secretary

Bill Long – President

Greg Felt

Curtis Mitchell – Vice President

Justin DiSanti

Ann Nichols – Treasurer

Kevin Karney

Abby Ortega

Matt Heimerich

Alan Hamel

Mike Bartolo

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