

**MINUTES OF A  
SPECIAL MEETING OF  
THE BOARD OF DIRECTORS OF THE  
DANIELS SANITATION DISTRICT  
HELD  
DECEMBER 15, 2025**

A Special Meeting of the Board of Directors of the Daniels Sanitation District (referred to hereafter as "Board") was held on Monday, the 15th day of December, 2025, at 1:00 p.m. The meeting was held via Zoom and telephonically and was open to the public.

**ATTENDANCE**

**Directors in Attendance Were:**

Rex L. Johnson  
Vern Luoma  
Patrick Morgan  
Scott Paschal  
Floyd Shafer

**Also In Attendance Were:**

Nick Moncada, Public Alliance  
Timothy J. Flynn, Esq.; Ireland Stapleton Pryor & Pascoe, PC

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**ADMINISTRATIVE  
MATTERS**

**Disclosures of Potential Conflicts of Interest:** Mr. Moncada advised the Board that, pursuant to Colorado law, certain disclosures might be required prior to taking official action at the meeting. The Board reviewed the Agenda for the meeting, following which Directors Johnson, Luoma, Paschal, Morgan and Shafer confirmed that they have no conflicts of interest in connection with any of the matters listed on the Agenda.

**Agenda:** Mr. Moncada distributed for the Board's review and approval a proposed Agenda for the District's Special Meeting.

Following discussion, upon motion duly made by Director Luoma, seconded by Director Paschal and, upon vote, unanimously carried, the Agenda was approved, as presented.

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**OPERATIONS  
MATTERS**

**Manager's Employee Evaluation Analysis:**

**Executive Session** Upon motion of Director Johnson, seconded by Director Morgan, and upon an affirmative vote of at least two-thirds of the quorum present, the Board pursuant to §24-6-402(4)(f), C.R.S. went into executive session at 1:06 p.m. for the purpose of discussing staff performance, review and salary recommendations. The executive session was recorded as required by law.

The Board reconvened in regular public session at approximately 1:15 p.m.

**RECORD OF PROCEEDINGS**

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Following discussion, upon motion duly made by Director Johnson, seconded by Director Shafer and, upon vote, unanimously carried, the Board approved employee bonuses and employee rate increases for 2026.

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**OTHER BUSINESS**

None.

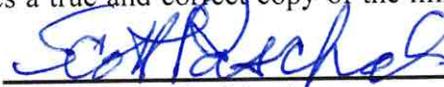
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**ADJOURNMENT**

There being no further business to come before the Board at this time, upon motion duly made by Director Morgan, seconded by Director Shafer and, upon vote unanimously carried, the meeting was adjourned at 1:20 pm.

There are no further meetings scheduled for 2025.

The foregoing constitutes a true and correct copy of the minutes of the above-referenced meeting.



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Secretary for the Meeting