

**TOWN OF MOUNTAIN VILLAGE
SPECIAL TOWN COUNCIL MEETING
FRIDAY, APRIL 10, 2020, 11:00 AM
2nd FLOOR CONFERENCE ROOM, MOUNTAIN VILLAGE TOWN HALL
455 MOUNTAIN VILLAGE BLVD, MOUNTAIN VILLAGE, COLORADO
TO BE HELD REMOTELY VIA ZOOM WEBINAR <https://zoom.us/j/603416368> (see login details below)
AGENDA**

	Time	Min	Presenter	Type	
1.	11:00				Call to Order
2.	11:00	60	Swain	Action Work Session	1. Re-Forecasted 2020 Budget During the Covid-19 Emergency a. PTO Payouts Policy b. Employees Leave of Absence Analysis During the Coronavirus c. VCA Hardship Application Progress Report d. Maintenance Expectations
3.	12:00	10	Montgomery	Informational	March Town Managers Report
4.	12:10	10	Swain	Informational	February 29, 2020 BAGAR Report
5.	12:20	10	Martelon	Informational	Marketing Telluride Inc. (MTI) Quarterly Report
6	12:30				Adjourn

To join the Zoom Webinar Meeting from Computer or Mobile Device download the Zoom App in the Appstore or go to the link below.

Zoom webinar.
When: Apr 10, 2020 11:00 AM Mountain Time (US and Canada)
Topic: Special Town Council Meeting

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Please note that times are approximate and subject to change.

SJ
4/9/2020

Public Comment Policy:

- The Town Council will take your comments during all virtual Town Council meetings through the zoom conference app for items proper to receive public comment via the written comment feature on zoom.
- Please do not comment until the presiding officer opens the agenda item to public comment. Public comments submitted outside of the proper time may not be considered.
- All those wishing to give public comment must identify their full name and affiliation, if any, to the Town of Mountain Village.
- Please keep your comments as brief and succinct as possible as they will be read aloud at the meeting. Please refrain from repeating what has already been said by others in the interest of time. You may simply state that you agree with a previous speaker's comments.
- Commenters shall refrain from personal attacks and maintain a civil tone while giving public comment.

April 9, 2020

TO: Mayor Benitez and the Town of Mountain Village Town Council

FROM: Kevin Swain, Finance Director

RE: Paid time off accrual and payout options

Attached you will find a worksheet set up for PTO accounting and estimating compensated absence liabilities and payouts under certain scenarios. Using accrued leave data from the April 3 payroll and applying a limited payroll burden estimate of approximately .05 the following estimates are provided for discussion.

- The total liability for compensated absences plus a .05% payroll burden is \$659,000
- Of that amount above, the maximum payout at separation under Town policy is \$559,000
- Excluding the first 120 hours and allowing a payout of the balance is \$366,000
- Excluding the first 80 hours and allowing a payout of the balance is \$446,000

Accrual Liability

As of 4/03/20

Plan A: hired before 11/13/2013; Plan B: hired after 11/13/2013

		Employees must retain 80 hours												Employees must retain 120 hours								
Department	Hired before	Position	Plan	Bankable Hrs	Payout Hrs	Available Balance	Accrual Rate	Hourly Pay Rate	Hourly Rate + Payroll Burden	Liability	Liability + Payroll Burden	Hrs Over Payout	Dollar Amount Over Payout + Payroll Burden	Maximum Payout Allowed Per Plan (hourly + Payroll Burden)	Available Payout with 80 hr Limit	Available Payout Amount with 80 hr Limit	Available Payout Amount with 80 hr Limit & Payroll Burden	Available Payout with 120 hr Limit	Available Payout Amount with 120 hr Limit	Available Payout Amount with 120 Limit & Payroll Burden	Per Pay Period Per Employee	Per Pay Period + Payroll Burden
town manager	town manager	A	704	520	704.00	0.1692	\$82.53	\$86.56	\$57,283.45	\$60,937.60	184.00	\$15,926.87	\$45,010.73	624.00	\$51,499.20	\$54,012.87	584.00	\$48,197.97	\$50,550.51	\$6,602.46	\$6,924.73	
transportation A	Director / Transp	A	704	520	703.76	0.1692	\$49.69	\$52.11	\$34,293.82	\$36,673.20	183.76	\$9,575.80	\$27,097.39	623.76	\$30,991.66	\$32,504.37	583.76	\$29,004.25	\$30,419.95	\$3,974.82	\$4,168.83	
police	Police Chief	A	688	460	688.00	0.1653	\$54.49	\$57.15	\$37,490.75	\$39,320.67	228.00	\$13,030.69	\$26,289.99	608.00	\$33,131.36	\$34,748.50	568.00	\$30,951.67	\$32,462.42	\$4,359.39	\$4,572.17	
human resource	Director	A	640	460	591.54	0.1538	\$44.82	\$47.00	\$25,959.20	\$27,804.80	131.54	\$6,182.92	\$21,621.88	511.54	\$22,925.48	\$24,044.47	471.54	\$21,132.81	\$22,164.31	\$3,585.33	\$3,760.33	
cable/ IT	Administrative	A	704	520	562.61	0.1692	\$24.81	\$26.02	\$13,619.91	\$14,636.74	42.61	\$1,108.53	\$13,528.21	482.61	\$11,971.17	\$12,555.48	442.61	\$10,978.97	\$11,514.85	\$1,984.40	\$2,081.26	
public works	Director	A	704	520	553.50	0.1692	\$56.00	\$58.74	\$30,240.42	\$32,511.41	33.50	\$1,967.72	\$30,543.69	473.50	\$26,518.04	\$27,812.38	433.50	\$24,277.86	\$25,462.87	\$4,480.34	\$4,699.03	
transportation A	Manager Gond	A	512	340	512.00	0.1230	\$34.84	\$36.54	\$17,838.40	\$18,709.09	172.00	\$6,268.09	\$12,424.01	432.00	\$15,051.15	\$15,785.80	392.00	\$13,657.53	\$14,324.15	\$2,787.25	\$2,923.30	
police- com ser	community ser	A	592	400	510.65	0.1423	\$23.50	\$24.65	\$11,732.00	\$12,585.15	110.65	\$2,727.01	\$9,858.14	430.65	\$10,119.59	\$10,613.52	390.65	\$9,179.65	\$9,627.71	\$1,879.87	\$1,971.63	
public works	CAD/ GIS	A	704	520	485.18	0.1692	\$32.65	\$34.24	\$15,675.55	\$16,614.56	0.00	\$0.00	\$16,614.56	405.18	\$13,229.31	\$13,875.03	365.18	\$11,923.29	\$12,505.27	\$2,612.04	\$2,739.53	
police	police officer	B	480	146.4	472.41	0.1153	\$28.59	\$29.99	\$13,529.47	\$14,165.44	326.01	\$9,775.57	\$4,389.87	392.41	\$11,219.00	\$11,766.60	352.41	\$10,075.40	\$10,567.18	\$2,287.20	\$2,398.84	
cable/ IT	Dir Broadband	A	592	400	452.19	0.1423	\$45.25	\$47.46	\$19,946.21	\$21,460.24	52.19	\$2,476.86	\$18,983.38	372.19	\$16,841.53	\$17,663.56	332.19	\$15,031.54	\$15,765.23	\$3,619.99	\$3,796.68	
cable/ IT	Tech-Broadbar	A	624	460	451.55	0.1500	\$29.00	\$30.42	\$12,749.05	\$13,736.47	0.00	\$0.00	\$13,736.47	371.55	\$10,776.80	\$11,302.82	331.55	\$9,616.61	\$10,059.99	\$2,320.40	\$2,433.66	
finance	Controller	A	672	460	439.99	0.1615	\$34.41	\$36.09	\$14,893.54	\$15,877.28	0.00	\$0.00	\$15,877.28	359.99	\$12,385.88	\$12,990.43	319.99	\$11,009.63	\$11,547.01	\$2,752.49	\$2,886.84	
public works-ve	vehicle mecha	A	704	520	392.12	0.1692	\$30.84	\$32.34	\$11,831.58	\$12,682.84	0.00	\$0.00	\$12,682.84	312.12	\$9,625.48	\$10,095.30	272.12	\$8,391.92	\$8,801.52	\$2,467.12	\$2,587.54	
public works-R8	manager	A	704	520	365.96	0.1692	\$35.71	\$37.45	\$12,706.51	\$13,706.92	0.00	\$0.00	\$13,706.92	285.96	\$10,212.09	\$10,710.55	245.96	\$8,783.63	\$9,212.36	\$2,856.93	\$2,996.38	
cable/ IT	Tech-Broadbar	A	576	400	337.92	0.1394	\$28.06	\$29.42	\$9,170.07	\$9,943.26	0.00	\$0.00	\$9,943.26	257.92	\$7,236.07	\$7,589.27	217.92	\$6,118.85	\$6,412.27	\$2,244.44	\$2,353.99	
building mainte	Tech-Bldg Mai	A	640	460	322.93	0.1538	\$23.47	\$26.71	\$8,224.09	\$8,625.61	0.00	\$0.00	\$8,625.61	242.93	\$6,186.80	\$6,488.78	202.93	\$5,021.55	\$5,420.36	\$2,037.39	\$2,136.84	
VCA	Property Mana	A	432	134.4	282.04	0.1038	\$31.36	\$32.90	\$8,585.80	\$9,277.91	147.64	\$4,856.72	\$4,421.18	202.04	\$6,336.94	\$6,646.25	162.04	\$5,082.35	\$5,230.42	\$2,509.18	\$2,631.66	
finance	Chief Account	A	624	460	276.92	0.1590	\$36.13	\$37.89	\$10,859.75	\$10,493.62	0.00	\$0.00	\$10,493.62	196.92	\$7,114.82	\$7,462.10	156.92	\$5,666.60	\$5,946.34	\$2,890.44	\$3,031.53	
cable/ IT	CTO	B	384	124.8	274.50	0.0923	\$59.13	\$62.02	\$15,795.92	\$17,024.76	149.70	\$9,284.54	\$6,500.22	194.50	\$11,501.68	\$12,063.08	154.50	\$9,136.30	\$9,628.24	\$4,730.77	\$4,961.68	
police	court clerk/ po	A	656	460	265.33	0.1576	\$24.91	\$26.12	\$6,294.18	\$6,930.71	0.00	\$0.00	\$6,930.71	185.33	\$4,615.73	\$4,841.02	145.33	\$3,619.51	\$3,796.18	\$1,992.44	\$2,089.69	
gondola mainte	Mechanic	B	448	139.2	260.68	0.1076	\$28.85	\$30.26	\$7,456.58	\$7,887.73	121.48	\$3,675.78	\$4,211.95	180.68	\$5,212.64	\$5,467.06	140.68	\$4,058.63	\$4,256.73	\$2,308.01	\$2,420.66	
building	Admin Asst-Plt	A	560	400	259.62	0.1346	\$26.72	\$28.03	\$6,693.59	\$7,276.79	0.00	\$0.00	\$7,276.79	179.62	\$4,800.20	\$5,034.50	139.62	\$3,713.23	\$3,913.36	\$2,137.94	\$2,242.29	
gondola mainte	Manager	A	576	400	250.84	0.1394	\$40.74	\$42.72	\$9,815.54	\$10,717.02	0.00	\$0.00	\$10,717.02	170.84	\$6,959.37	\$7,299.06	130.84	\$5,329.93	\$5,598.00	\$3,258.90	\$3,417.96	
building	Building Offic	B	488	148.8	249.63	0.1192	\$37.50	\$39.33	\$9,003.68	\$9,818.04	100.83	\$3,965.68	\$5,852.36	169.63	\$6,361.13	\$6,671.61	129.63	\$4,861.13	\$5,098.40	\$3,000.00	\$3,146.43	
gondola mainte	Electrical Tech	A	560	400	244.80	0.1346	\$38.02	\$39.87	\$9,178.59	\$9,789.04	0.00	\$0.00	\$9,789.04	164.80	\$6,265.28	\$6,571.09	124.80	\$4,744.58	\$4,976.17	\$3,041.40	\$3,189.85	
gondola ops	Supervisor	B	416	129.6	233.54	0.1000	\$24.54	\$25.64	\$5,091.63	\$5,519.84	103.94	\$2,456.68	\$3,063.17	153.54	\$3,460.11	\$3,629.00	113.54	\$2,558.69	\$2,683.58	\$1,802.85	\$1,890.84	
town clerk	deputy clerk s	B	448	139.2	199.84	0.0766	\$24.73	\$25.94	\$4,728.89	\$5,182.98	60.64	\$1,572.74	\$3,156.14	119.84	\$2,963.48	\$3,108.13	79.84	\$1,974.34	\$2,070.70	\$1,978.29	\$2,074.85	
gondola mainte	Mechanic	A	496	340	196.47	0.1192	\$24.86	\$26.07	\$4,853.59	\$5,122.29	0.00	\$0.00	\$5,122.29	116.47	\$2,895.25	\$3,036.56	76.47	\$1,900.91	\$1,993.70	\$1,988.66	\$2,085.73	
public works-w	manager	A	704	520	194.14	0.1692	\$36.85	\$38.65	\$6,656.01	\$7,504.02	0.00	\$0.00	\$7,504.02	114.14	\$4,206.49	\$4,411.81	74.14	\$2,732.34	\$2,865.70	\$2,948.30	\$3,092.21	
police	police officer	B	384	124.8	193.05	0.0923	\$26.87	\$28.18	\$4,988.68	\$5,440.21	68.25	\$1,923.31	\$3,516.90	113.05	\$3,037.52	\$3,185.78	73.05	\$1,962.77	\$2,058.57	\$2,149.51	\$2,254.42	
gondola mainte	Cabin Tech	A	576	400	188.54	0.1394	\$20.18	\$21.17	\$3,777.12	\$3,990.84	0.00	\$0.00	\$3,990.84	108.54	\$2,190.55	\$2,297.47	68.54	\$1,383.27	\$1,450.79	\$1,614.56	\$1,693.37	
public works-ve	vehicle mecha	A	592	400	186.85	0.1423	\$24.57	\$25.76	\$4,450.26	\$4,814.18	0.00	\$0.00	\$4,814.18	106.85	\$2,624.86	\$2,752.98	66.85	\$1,642.23	\$1,722.39	\$1,965.27	\$2,061.20	
gondola mainte	Supervisor	A	704	520	175.26	0.1692	\$35.90	\$37.66	\$6,292.42	\$6,959.44	0.00	\$0.00	\$6,959.44	95.26	\$3,420.10	\$3,587.03	55.26	\$1,983.99	\$2,080.82	\$2,872.22	\$3,012.41	
public works-w	manager	A	704	520	171.35	0.1692	\$36.59	\$38.37	\$5,774.03	\$6,575.36	0.00	\$0.00	\$6,575.36	91.35	\$3,342.31	\$3,505.45	51.35	\$1,983.79	\$1,970.50	\$2,927.04	\$3,069.91	
plazes	Asst Manager	A	480	280	166.11	0.1153	\$38.46	\$40.34	\$6,033.92	\$6,760.69	0.00	\$0.00	\$6,760.69	86.11	\$3,311.92	\$3,473.58	46.11	\$1,773.46	\$1,860.02	\$3,076.92	\$3,227.11	
plazes	police officer	B	416	129.6	160.22	0.1000	\$25.75	\$27.00	\$3,919.14	\$4,326.51	30.62	\$826.85	\$3,499.66	80.22	\$2,065.41	\$2,166.23	40.22	\$1,035.54	\$1,086.08	\$2,059.75	\$2,160.29	
plazes	Asst Manager	A	512	340	157.96	0.1230	\$27.40	\$28.74	\$4,059.13	\$4,540.00	0.00	\$0.00	\$4,540.00	77.96	\$2,136.40	\$2,240.68	37.96	\$1,040.25	\$1,091.02	\$2,192.31	\$2,299.31	

Accrual Liability

As of 4/03/20

Plan A: hired before 11/13/2013; Plan B: hired after 11/13/2013

Department	Position	Plan	Bankable Hrs	Payroll Hrs	Available Balance	Accrual Rate	Hourly Pay Rate	Hourly Rate + Payroll Burden	Liability	Liability + Payroll Burden	Hrs Over Payroll	Dollar Amount Over Payroll + Payroll Burden	Maximum Payout Allowed Per Plan (hourly + Payroll Burden)	Employees must retain 80 hours			Employees must retain 120 hours			Per Pay Period Per Employee	Per Pay Period + Payroll Burden
														Available Payout with 80 hr Limit	Available Payout Amount with 80 hr Limit	Available Payout Amount with 80 hr Limit & Payroll Burden	Available Payout with 120 hr Limit	Available Payout Amount with 120 hr Limit	Available Payout Amount with 120 Limit & Payroll Burden		
finance	Director	A	704	520	155.16	0.1692	\$65.39	\$68.59	\$9,261.00	\$10,641.70	0.00	\$0.00	\$10,641.70	75.16	\$4,914.97	\$5,154.87	35.16	\$2,299.23	\$2,411.46	\$5,231.48	\$5,486.83
police	police officer	B	384	124.8	153.80	0.0923	\$29.29	\$30.72	\$4,288.07	\$4,724.12	29.00	\$890.76	\$3,833.35	73.80	\$2,161.34	\$2,266.84	33.80	\$989.88	\$1,038.20	\$2,342.92	\$2,457.28
gondola ops	Gondola Oper	A	592	400	153.51	0.1423	\$20.66	\$21.67	\$3,171.71	\$3,326.62	0.00	\$0.00	\$3,326.62	73.51	\$1,518.85	\$1,592.99	33.51	\$692.38	\$726.17	\$1,652.95	\$1,733.63
gondola ops	Supervisor	B	448	139.2	151.39	0.1076	\$22.25	\$23.34	\$3,177.08	\$3,532.95	12.19	\$284.48	\$3,248.48	71.39	\$1,588.48	\$1,666.01	31.39	\$698.45	\$732.54	\$1,780.06	\$1,866.94
gondola ops	Supervisor	B	448	139.2	147.50	0.1076	\$22.21	\$23.29	\$3,104.15	\$3,435.48	8.30	\$193.31	\$3,242.18	67.50	\$1,499.00	\$1,572.16	27.50	\$610.69	\$640.50	\$1,776.61	\$1,863.32
gondola ops	Gondola Oper	B	384	124.8	142.25	0.0923	\$17.41	\$18.26	\$2,446.37	\$2,597.86	17.45	\$318.68	\$2,279.18	62.25	\$1,083.94	\$1,136.85	22.25	\$387.43	\$406.34	\$1,393.02	\$1,461.01
public works-ve	vehicle mecha	B	384	124.8	141.16	0.0923	\$23.33	\$23.42	\$3,049.36	\$3,306.29	16.36	\$383.13	\$2,923.16	61.16	\$1,365.81	\$1,432.47	21.16	\$472.50	\$495.56	\$1,786.62	\$1,873.82
gondola mainte	Mechanic	B	384	124.8	139.51	0.0923	\$24.15	\$25.33	\$3,305.13	\$3,534.32	14.71	\$372.66	\$3,161.66	59.51	\$1,437.45	\$1,507.61	19.51	\$471.26	\$494.26	\$1,932.38	\$2,026.70
recreation	recreation spe	B	464	144	136.00	0.1115	\$19.47	\$20.42	\$2,647.36	\$2,776.48	0.00	\$0.00	\$2,776.48	56.00	\$1,090.05	\$1,143.25	16.00	\$311.44	\$326.64	\$1,557.21	\$1,633.22
plazas	groundskeepe	A	608	400	134.67	0.1461	\$20.38	\$21.37	\$2,629.45	\$2,877.90	0.00	\$0.00	\$2,877.90	54.67	\$1,113.93	\$1,168.30	14.67	\$298.91	\$313.50	\$1,630.04	\$1,709.60
gondola mainte	Supervisor	B	464	144	133.01	0.1115	\$24.63	\$25.83	\$3,248.13	\$3,436.29	0.00	\$0.00	\$3,436.29	53.01	\$1,305.77	\$1,369.50	13.01	\$320.47	\$336.11	\$1,970.60	\$2,066.78
gondola mainte	Gondola Mech	B	384	124.8	120.14	0.0923	\$21.50	\$22.55	\$2,563.08	\$2,709.09	0.00	\$0.00	\$2,709.09	40.14	\$863.01	\$905.13	0.00	\$0.00	\$0.00	\$1,720.00	\$1,803.95
police-com serv	community ser	A	480	280	118.95	0.1153	\$24.06	\$25.24	\$2,640.30	\$3,002.05	0.00	\$0.00	\$3,002.05	38.95	\$937.27	\$983.02	0.00	\$0.00	\$0.00	\$1,925.07	\$2,019.03
child care	Preschool Assi	A	704	520	118.83	0.1692	\$21.90	\$22.97	\$3,041.11	\$3,279.09	0.00	\$0.00	\$3,279.09	38.83	\$850.28	\$891.78	0.00	\$0.00	\$0.00	\$1,751.80	\$1,837.30
gondola mainte	Supervisor	A	704	520	114.50	0.1692	\$35.81	\$37.56	\$3,979.73	\$4,300.93	0.00	\$0.00	\$4,300.93	34.50	\$1,235.60	\$1,295.91	0.00	\$0.00	\$0.00	\$2,865.17	\$3,005.02
communications	Sr Manager	B	384	124.8	114.27	0.0923	\$36.06	\$37.82	\$3,854.07	\$4,321.44	0.00	\$0.00	\$4,321.44	34.27	\$1,235.71	\$1,296.02	0.00	\$0.00	\$0.00	\$2,884.62	\$3,025.41
public works-R8	equipment ope	B	448	139.2	114.04	0.1076	\$20.11	\$21.09	\$2,163.60	\$2,405.34	0.00	\$0.00	\$2,405.34	34.04	\$684.56	\$717.97	0.00	\$0.00	\$0.00	\$1,608.84	\$1,687.37
transportation	Transit Coordin	B	464	144	113.05	0.1115	\$26.83	\$28.14	\$3,017.82	\$3,180.90	0.00	\$0.00	\$3,180.90	33.05	\$886.65	\$929.93	0.00	\$0.00	\$0.00	\$2,146.21	\$2,250.97
finance	Accts Payable	A	704	520	110.30	0.1493	\$26.17	\$27.45	\$2,532.58	\$3,027.90	0.00	\$0.00	\$3,027.90	30.30	\$793.07	\$831.78	0.00	\$0.00	\$0.00	\$2,093.91	\$2,196.12
plazas	groundskeepe	A	592	400	108.05	0.1623	\$21.36	\$22.40	\$2,231.06	\$2,420.56	0.00	\$0.00	\$2,420.56	28.05	\$599.14	\$628.28	0.00	\$0.00	\$0.00	\$1,708.77	\$1,792.18
public works-R8	equipment ope	B	432	134.4	105.98	0.1038	\$20.49	\$21.49	\$2,043.62	\$2,277.29	0.00	\$0.00	\$2,277.29	25.98	\$532.28	\$558.26	0.00	\$0.00	\$0.00	\$1,639.03	\$1,719.03
gondola ops	Supervisor	B	384	124.8	101.15	0.0923	\$22.54	\$23.64	\$2,133.89	\$2,390.73	0.00	\$0.00	\$2,390.73	21.15	\$476.63	\$499.89	0.00	\$0.00	\$0.00	\$1,802.85	\$1,890.84
plazas	groundskeepe	B	384	124.8	99.97	0.0923	\$16.80	\$17.62	\$1,669.68	\$1,761.75	0.00	\$0.00	\$1,761.75	19.97	\$335.55	\$351.92	0.00	\$0.00	\$0.00	\$1,344.21	\$1,409.82
public works-R8	equipment ope	A	592	400	99.44	0.1423	\$25.59	\$26.84	\$2,363.12	\$2,669.36	0.00	\$0.00	\$2,669.36	19.47	\$497.56	\$521.85	0.00	\$0.00	\$0.00	\$2,047.57	\$2,147.51
public works-R8	equipment ope	B	432	134.4	99.37	0.1038	\$21.17	\$22.20	\$2,037.63	\$2,206.15	0.00	\$0.00	\$2,206.15	19.37	\$410.03	\$430.04	0.00	\$0.00	\$0.00	\$1,693.46	\$1,776.11
recreation	recreation spe	B	448	139.2	97.84	0.1076	\$18.64	\$19.55	\$1,823.31	\$1,912.30	0.00	\$0.00	\$1,912.30	17.84	\$332.46	\$348.69	0.00	\$0.00	\$0.00	\$1,490.84	\$1,563.61
gondola ops	Gondola Oper	B	384	124.8	96.10	0.0923	\$16.82	\$17.65	\$1,572.50	\$1,695.69	0.00	\$0.00	\$1,695.69	16.10	\$270.87	\$284.09	0.00	\$0.00	\$0.00	\$1,354.91	\$1,411.61
public works-ve	water tech	B	384	124.8	93.51	0.0923	\$19.42	\$20.36	\$1,726.03	\$1,904.25	0.00	\$0.00	\$1,904.25	13.51	\$262.32	\$275.12	0.00	\$0.00	\$0.00	\$1,553.32	\$1,629.13
child care	Director	B	464	144	87.11	0.1115	\$42.45	\$44.52	\$3,318.98	\$3,878.33	0.00	\$0.00	\$3,878.33	7.11	\$301.82	\$316.55	0.00	\$0.00	\$0.00	\$3,396.02	\$3,561.78
communications	PIO	B	384	124.8	83.46	0.0923	\$27.88	\$29.25	\$2,121.29	\$2,440.84	0.00	\$0.00	\$2,440.84	3.46	\$96.48	\$101.19	0.00	\$0.00	\$0.00	\$2,230.77	\$2,339.65
building mainte	Tech-Bldg Mai	B	384	124.8	72.80	0.0923	\$22.09	\$23.17	\$1,445.11	\$1,686.74	0.00	\$0.00	\$1,686.74	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$1,767.30	\$1,853.56
VCA	Tenant Manag	B	432	134.4	70.88	0.1038	\$23.90	\$25.07	\$1,694.19	\$1,776.89	0.00	\$0.00	\$1,776.89	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$1,912.18	\$2,005.52
police	Deputy chief	B	384	124.8	62.47	0.0923	\$37.38	\$39.21	\$2,059.41	\$2,449.44	0.00	\$0.00	\$2,449.44	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$2,990.72	\$3,136.69
police	police officer	B	384	124.8	59.99	0.0923	\$24.34	\$25.52	\$1,280.25	\$1,531.15	0.00	\$0.00	\$1,531.15	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$1,946.85	\$2,041.87
planning & dev	Director	B	464	144	58.60	0.1115	\$52.79	\$55.36	\$2,622.32	\$3,244.31	0.00	\$0.00	\$3,244.31	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$4,222.97	\$4,429.10
cable/ IT	Tech-Broadba	B	384	124.8	58.03	0.0923	\$20.40	\$21.40	\$1,033.12	\$1,241.59	0.00	\$0.00	\$1,241.59	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$1,632.00	\$1,711.66
recreation	Supervisor	A	528	340	57.95	0.1269	\$23.83	\$24.99	\$1,380.79	\$1,448.09	0.00	\$0.00	\$1,448.09	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$1,906.06	\$1,991.10
gondola mainte	Gondola Oper	B	416	129.6	57.90	0.1000	\$17.36	\$18.21	\$972.24	\$1,054.35	0.00	\$0.00	\$1,054.35	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$1,388.99	\$1,456.78



Coronavirus Impact to TMV 2020 Budget

April 10, 2020



- Two revenue scenarios with shortfalls through September 30 (\$3.3MM) and December 31 (\$4.7MM)
- Developed three buckets of expense reductions (headcount, other expenses, and capital)
- High-level Modeling tool was developed whereby the greater revenue reduction the greater headcount reduction
- Headcount reduction is triggered off revenue reductions. April the expense reductions are minimal given PTO and EPSLA.
- With the Federal Gov't additional unemployment support, employees making less than \$40k benefit financially by being able to take a leave of absence through September.
- Even if Social distancing is relaxed earlier than forecasted, the economy will likely be in a significant recession thus supporting the expense reductions

Revenue Shortfall



- Scenario 1 assumes recovery by September and Scenario 2 assumes recovery at the end of the year however Christmas is a “washout”
- January and February are based on actuals with the main overages being property tax, sales tax and investment income
- Assumes sales tax is off 70% in the summer months
- General assumption on VCA revenue is that by June we are only collecting 30% of budgeted revenue
- Property tax remains on budget but likely will have some increasing receivables
- VCA rents are off \$700K in scenario 1 and over \$1.0MM in scenario 2
- Munchkins remains closed through Sept or Dec depending on the scenario



Capital Budget			Items to cut	
Safety Improvements		1,496,546	1,421,546	\$400K Grant will be part of the 2021 capital plan
Shop Remodel		1,238,000	1,192,000	Place shop remodel on hold. Kept \$46000 in the plan for architects
Gondola Parking Garage		79,800	79,800	
VCA Expansion (Net of Financing) (1)		1,627,000	1,627,000	Amount represents equity contribution to VCA
VCA Parking Improvements		49,000		Chip Seal VCA
Water & Sewer TMV		851,751		Commitment to Telluride on 2020 improvements
Water & Sewer Ski Ranches		250,000		
Broadband		2,181,645		Contractually committed
Vehicles		140,516		
Gondola Station Upgrades		400,000		Pass through to TMVOA
Gondola Conveyor Upgrades		170,000		Pass through to TMVOA
Gondola Lighting		40,000		Pass through to TMVOA
Cabin Improvements		65,000		Pass through to TMVOA
Gondola Other		112,000		Pass through to TMVOA
General Fund		48,000		
		8,749,258	4,320,346	
(1) Includes \$478K of capitalized financing costs				



	Scenario 1	Scenario 2	Comments:
(000's)			
Revenue Shortfall	- 3,260	- 4,742	<ul style="list-style-type: none"> • Largest payroll reductions are in Munchkins (\$337), Plaza services (\$336), Public works (\$309), Planning & Devel. (\$196) • Other expenses savings include reducing paving (\$250) VCA (\$114) • Capital – Push VCA expansion and Shop Remodel to 2021 • PTO Payments are an educated guess • Assumes a hiring freeze is implemented
Payroll Saving ⁽¹⁾	1,510	1,949	
Other Expense Savings	579	845	
Capital Savings	4,320	4,320	
Estimate of PTO Liability Reduction	- <u>250</u>	- <u>250</u>	
Net Impact to Cashflow	2,899	2,122	

(1) Excludes gondola operations and Tourism since it is managed as a pass through.

Revenue Short Falls Can Be Overcome



- All employees taking a leave of absence will continue to be covered on our healthcare plan as though they are still employed, however other benefits will be curtailed for these staff
- Leave of absence employees may elect for a lump sum PTO payout which will get them on unemployment insurance sooner. Cares Act unemployment safety net of \$600 per week should apply as soon as the employee goes on unemployment ... but **Ends on July 31st**
- Employees not on a leave of absence may take PTO distributions but must leave 120 hours in their bank
- Unemployment insurance has been extended for 39 weeks which should cover all employees through the end of the year ... but the longer the leave of absence the more likely employees seek other employment
- Any supervisor or above who takes a leave of absence will receive 10% of their normal pay during the leave period

Implementation

- Identified Employees will be told they are on the leave of absence list during the w/o April 13th
- HR will develop the communication plan
- Since Employees are receiving Healthcare Coverage a “soft” commitment to return to work will be required

Trigger Points For Recall

- Hotel Bookings Achieve 40% capacity
- County health approves Munchkins to reopen
- County health approves concert activities to resume
- County health approves second homeowners to travel to Telluride



CARES Act Supplemental Unemployment Ins

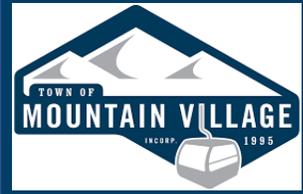
Recall Date 9/30/2020

Furlough Date	4/26/2020						
CARE Act end Date	7/31/2020						
Recall Date	9/30/2020						
Unemployment %	55%						
Cares Payment	600						
Unemployment Comp During Furlough							
Annual Comp	Normal Comp During Furlough Period	Unemploy	Fed Sub	Total	Compensation Shortfall		
\$ 25,000	\$ 10,753	\$ 5,914	\$ 8,229	\$ 14,143	\$ 3,390	14%	
\$ 30,000	\$ 12,904	\$ 7,097	\$ 8,229	\$ 15,326	\$ 2,422	8%	
\$ 35,000	\$ 15,055	\$ 8,280	\$ 8,229	\$ 16,509	\$ 1,454	4%	
\$ 40,000	\$ 17,205	\$ 9,463	\$ 8,229	\$ 17,692	\$ 486	1%	
\$ 45,000	\$ 19,356	\$ 10,646	\$ 8,229	\$ 18,874	\$ (482)	-1%	
\$ 50,000	\$ 21,507	\$ 11,829	\$ 8,229	\$ 20,057	\$ (1,450)	-3%	
\$ 55,000	\$ 23,658	\$ 13,012	\$ 8,229	\$ 21,240	\$ (2,417)	-4%	
\$ 60,000	\$ 25,808	\$ 14,195	\$ 8,229	\$ 22,423	\$ (3,385)	-6%	

Recall Date 12/31/2020

Furlough Date	4/26/2020						
CARE Act end Date	7/31/2020						
Recall Date	12/31/2020						
Unemployment %	55%						
Cares Payment	600						
Unemployment Comp During Furlough							
Annual Comp	Normal Comp During Furlough Period	Unemploy	Fed Sub	Total	Compensation Shortfall		
\$ 25,000	\$ 17,055	\$ 9,380	\$ 8,229	\$ 17,609	\$ 554	2%	
\$ 30,000	\$ 20,466	\$ 11,256	\$ 8,229	\$ 19,485	\$ (981)	-3%	
\$ 35,000	\$ 23,877	\$ 13,132	\$ 8,229	\$ 21,361	\$ (2,516)	-7%	
\$ 40,000	\$ 27,288	\$ 15,008	\$ 8,229	\$ 23,237	\$ (4,051)	-10%	
\$ 45,000	\$ 30,699	\$ 16,884	\$ 8,229	\$ 25,113	\$ (5,586)	-12%	
\$ 50,000	\$ 34,110	\$ 18,760	\$ 8,229	\$ 26,989	\$ (7,121)	-14%	
\$ 55,000	\$ 37,521	\$ 20,636	\$ 8,229	\$ 28,865	\$ (8,656)	-16%	
\$ 60,000	\$ 40,932	\$ 22,512	\$ 8,229	\$ 30,741	\$ (10,191)	-17%	

- CAREs Act Supplemental Insurance Coverage ends on July 31, 2020
- Therefore the longer employees are on a leave of absence the less benefit.
- Breakeven is about \$40K in annual comp
- If the leave extends to the end of the year, we likely will have staff finding other employment



Employee Leave of Absence

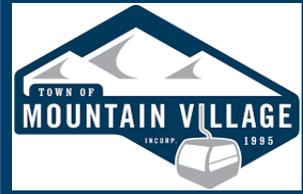
	January	February	March	April	May	June	July	August	September	October	November	December
Scenario				1	2	3	3	3	3	3	2	3

Staffing Scenarios - Based on Revenue Driven Trigger Points	
1 = Significant	Critical and Necessary Employees Operating at Reduced Service Levels
2 = Major	Critical Employees to Operate at Heavily Reduced Service Levels
3 = Crisis	Critical Employees to Operate at Bare Minimum Service Levels
4 = Normal	All Employee Classifications Operating at Fully Budgeted Service Levels

Department	Leave of Absence Emploeyss		
	Significant	Major	Critical
Administration	0	0	4
Police Departmet	0	0.4	0.4
Public Works	3	10	14
Transit	0	1.6	1.6
Parks and Rec	4	4	4
Planning & Development	0	1	3.5
Historical & Tourism	0	0	0
Childcare	4	4	5
Information Technology	0	2	3
Telluride Conf. Center	0	0	0
Capital Outlay	0	0	0
Vehicle Acquisition	0	0	0
Capital Projects Fund	0	0	0
Total	11	23	35.5

Comments:

- Leave of Absence calculations are triggered based on revenue declines. The greater the revenue declines the greater the staff reductions
- Assumptions were developed with input from each department head
- Calculation exclude Gondola operations since the costs are a pass - through



As a pass-through fund representing over 40% of the Town's employees base, the gondola doesn't fit neatly into the staffing model developed for the rest of the organization for several reasons:

- Operational requirements governed by agreements with third parties
- Unique operating characteristics
- Unique staffing considerations dictated by regulatory requirements

Maintenance Staffing Plan

- All mechanics currently on leave utilizing a combination of paid leave provided by the Town, EPSLA, and personal PTO
- Management, in consultation with TMVOA, recommends beginning maintenance period in early May in order to complete required maintenance and licensing before July 1
- Maintenance period will require all maintenance staff for a duration 6-7 weeks
- Work plan organized to minimize exposure to all staff
 - Ensure maximum physical distancing by assigning staff to specific stations
 - No overlap days scheduled so crews do not intermix



Maintenance Staffing Plan – Continued

- Upon completion of the maintenance period, eight mechanics would be put on a leave of absence until the gondola reopens for public operation
- Supervisory maintenance staff would be retained on reduced schedules to periodically spin the lift and perform required preventative maintenance tasks

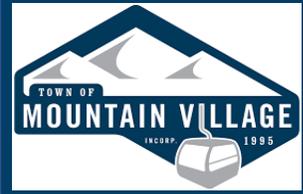
Operations Staffing Plan

- Operations currently has a mix of eight FTYR / four seasonal operators / supervisors on staff running the shoulder season bus service on a reduced schedule
 - SMART funded bus operations 4/6 through 5/20 – TMVOA funded bus service 5/21 until gondola opening
 - Bus disinfection operations are conducted multiple times daily
 - TMV transit providing school lunch, food bank, and farm to community deliveries to VCA and Meadows
- Seven additional operators will need to be pulled from leave to assist with maintenance period
- Upon completion of the maintenance period, they would be placed back on leave until the gondola reopens for public operation
- As demand warrants, additional bus capacity may be needed, requiring activation of additional operators



Other Staffing and Financial Considerations

- CARES Act – As a active recipient of 5311 O&A funding, TMV is set up to receive a portion of funding that has been allocated to the FTA.
 - Applications through CDOT have yet to be announced but TMV staff is keeping very close tabs
 - Funds can be used specifically to “pay for administrative leave for transit personnel due to reduced operations”
 - This would aid in the retention of skilled mechanics and experienced operators that have been placed on leave
- TMVOA – Town staff continues to work with TMVOA to identify cost savings measures across the gondola budget
 - >\$500K in capital costs already pulled from the budget
 - Discretionary , non-employee cost reductions continue to be refined
 - Staffing is being kept at bare minimum levels and is expected to yield between \$500K and \$850K in savings according to current the models



- Need to develop leading metrics such as hotel bookings, VRBO activity, Covid-19 infections etc. and develop trigger points for potential recalls. Telluride Tourism board should be helpful
- Monthly reviews of revenue and expenses to evaluate whether assumptions are too conservative or aggressive
- Have a monthly report out on VCA assistance applications and monitor moveouts
- Develop an in-depth understanding of sales tax revenues on a monthly basis



Appendix



Social Distancing ends in September

	January	February	March	April	May	June	July	August	September	October	November	December	Total
Property Taxes	341,132	1,064,494	397,711	1,483,535	265,713	467,572	191,016	37,418	40,193	5,198	33,376	-	4,327,358
Sales Tax	739,089	689,443	687,794	36,721	27,272	103,424	146,068	115,034	116,582	157,851	109,571	739,275	3,668,123
Other Taxes	4,352	6,765	26,642	26,642	26,642	26,642	26,642	26,642	26,642	53,283	53,283	53,283	357,459
Licenses & Permits	10,342	11,102	14,160	14,160	14,160	14,160	14,160	14,160	14,160	28,319	28,319	28,319	205,518
Intergovernmental	28,752	81,744	47,139	47,139	47,139	47,139	47,139	47,139	47,139	47,139	47,139	30,641	565,390
Charges for Services	1,221	5,157	10,436	10,436	10,436	10,436	10,436	10,436	10,436	20,872	20,872	20,872	142,043
Fines & Forfeits	-	-	987	493	493	493	493	493	493	987	987	987	6,907
Investment Income	19,579	17,242	9,477	9,477	9,477	9,477	9,477	9,477	9,477	9,477	9,477	9,477	131,591
Miscellaneous Revenues	8,093	10,139	2,651	2,651	2,651	2,651	2,651	2,651	2,651	5,302	5,302	5,302	52,692
Contributions	2,194	16,160	2,508	2,508	2,508	2,508	2,508	2,508	2,508	2,508	2,508	2,508	43,438
Parking Revenues	64,044	45,647	20,323	-	5,432	27,159	40,738	21,727	21,727	14,485	1,811	41,644	304,736
VCA Rent Revenues	191,426	191,792	194,789	-	94,281	75,425	65,997	56,569	56,569	188,562	188,562	188,562	1,492,531
VCA Other Revenues	19,313	13,154	7,096	3,910	3,910	3,910	3,910	3,910	3,910	7,821	7,821	7,821	86,488
Child Development Fund	91,489	50,205	60,338	-	-	-	-	-	-	71,630	39,130	39,130	351,923
Water & Sewer	290,066	230,950	226,025	244,888	244,888	244,888	244,888	244,888	244,888	244,888	394,888	319,888	3,176,037
Broadband	191,653	195,442	162,925	151,689	146,071	151,689	161,052	161,052	157,307	164,381	160,220	170,624	1,974,104
Total	2,002,745	2,629,435	1,871,001	2,034,249	901,072	1,187,573	967,176	754,105	754,681	1,022,703	1,103,265	1,658,332	16,886,337
Budget Variance	242,983	(303,579)	(339,502)	(371,056)	(270,218)	(580,629)	(589,127)	(519,807)	(523,000)	3,159	3,159	(13,340)	(3,260,956)

Social Distancing ends in December

	January	February	March	April	May	June	July	August	September	October	November	December	Total
Property Taxes	341,132	1,064,494	397,711	1,483,535	265,713	467,572	191,016	37,418	40,193	5,198	33,376	-	4,327,358
Sales Tax	739,089	689,443	687,794	36,721	27,272	103,424	146,068	115,034	116,582	47,355	32,871	221,783	2,963,435
Other Taxes	4,352	6,765	26,642	26,642	26,642	26,642	26,642	26,642	26,642	26,642	26,642	26,642	277,534
Licenses & Permits	10,342	11,102	14,160	14,160	14,160	14,160	14,160	14,160	14,160	14,160	14,160	14,160	163,039
Intergovernmental	28,752	81,744	47,139	47,139	47,139	47,139	47,139	47,139	47,139	47,139	47,139	30,641	565,390
Charges for Services	1,221	5,157	10,436	10,436	10,436	10,436	10,436	10,436	10,436	10,436	10,436	10,436	110,736
Fines & Forfeits	-	-	987	493	493	493	493	493	493	493	493	493	5,427
Investment Income	19,579	17,242	9,477	9,477	9,477	9,477	9,477	9,477	9,477	9,477	9,477	9,477	131,591
Miscellaneous Revenues	8,093	10,139	2,651	2,651	2,651	2,651	2,651	2,651	2,651	5,302	5,302	5,302	52,692
Contributions	2,194	16,160	2,508	2,508	2,508	2,508	2,508	2,508	2,508	2,508	2,508	2,508	43,438
Parking Revenues	64,044	45,647	20,323	-	5,432	27,159	40,738	21,727	21,727	10,864	1,358	31,233	290,251
VCA Rent Revenues	191,426	191,792	194,789	-	94,281	75,425	65,997	56,569	56,569	56,569	56,569	56,569	1,096,552
VCA Other Revenues	19,313	13,154	7,096	3,910	3,910	3,910	3,910	3,910	3,910	3,910	3,910	3,910	74,757
Child Development Fund	91,489	50,205	60,338	-	-	-	-	-	-	-	-	-	202,032
Water & Sewer	290,066	230,950	226,025	244,888	244,888	244,888	244,888	244,888	244,888	244,888	394,888	319,888	3,176,037
Broadband	191,653	195,442	162,925	151,689	146,071	151,689	161,052	161,052	157,307	147,943	144,198	153,561	1,924,582
Total	2,002,745	2,629,435	1,871,001	2,034,249	901,072	1,187,573	967,176	754,105	754,681	632,884	783,327	886,602	15,404,849
Budget Variance	242,983	(303,579)	(339,502)	(371,056)	(270,218)	(580,629)	(589,127)	(519,807)	(523,000)	(386,660)	(316,779)	(785,070)	(4,742,443)



**PLANNING AND DEVELOPMENT SERVICES
DEPARTMENT**

455 Mountain Village Blvd.
Mountain Village, CO 81435
(970) 728-1392

TO: Town Council
FROM: Michelle Haynes, Planning and Development Services Director
FOR: Meeting of April 10, 2020
DATE: April 8, 2020
RE: VCA Hardship Application and Criteria Progress Report

Attachments

- draft of the [VCA hardship application](#)
- draft internal use points system criteria for use by the review committee

Progress Report highlights

- 1) We are prepared to launch the online application and associated communication mid-next week with Council approval.
- 2) Staff recommends the following application review committee members; however, deferential to Town Council input:
 - a. Marti Prochaska
 - b. Cecilia Curry
 - c. Dawn Katz
 - d. Michelle Haynes
- 3) The application will be online in Spanish and English. We do not plan to provide paper copies.
- 4) Our staff will assist by telephone to fill out the application in Spanish or English, to assist those that may not be able to fill out the form without assistance, or otherwise do not have access to a computer.
- 5) Staff recommends we circle back with Town Council in late October so that Council can understand how well our residents are maintaining their commitments to the payment plan.

/mbh

VCA Hardship Application Criteria– point system for internal use only

Name: _____ Unit # _____ AMI Limited Unit? ___yes ___no

Criteria	0 points	5 points	10 points
1)COVID related job loss, 2)illness due to COVID, 3) care for dependents due to school closure, 4) unable to work or stay home with an ill member of the family due to COVID	Required , if one criteria apply	If two criteria apply	If three or four criteria apply
Points			
How many dependents live in your home	0 dependents	1 dependent	2 or more dependents
Points			
Live in County at least one year	0 = one year residency-4 years 11 months	5-9 years 11 months 5 points	10 years or greater 10 points
Points			
Do you intend to stay in the area?	no	yes	
Points			
Has your employer indicated you would be re-employed?	no	yes	
Points			
Does the applicant live in a 50% or 60% AMI limited unit?	No	yes	
Points			
Have you explored other funding sources	No	One additional source	More than one source (e.g. unemployment and the good neighbor fund)
Points			
TOTAL SCORE			

Note: Most VCA Residents would be eligible for a payment plan. A worst case scenario I modeled included the following parameters with 5 points total: unemployed due to COVID, no dependents, less than 5 year residency, plans to stay in the area (5 points) and has not applied for any other funding sources. We can determine a minimum point threshold for a payment plan approval once we see applications come in. It could be between 5-15 points.



TOWN OF MOUNTAIN VILLAGE
455 Mountain Village Blvd.
Mountain Village, CO 81435

TO: Town Council

DATE: April 9, 2020

FROM: Finn Kjome, Public Works Director
J.D. Wise, Assistant Public Works Director

Re: Discussion of Public Works Maintenance Expectations as related to COVID-19
Recession Planning

Introduction

As part of the recession planning in response to the COVID-19 pandemic, staff was asked to draft the following items for Council discussion and consideration:

1. Expected levels of maintenance throughout Public Works departments during the Significant, Major, and Crisis stages of COVID-19 recession planning.
2. Budgetary impacts and expense reductions during these stages.

Attachments

1. Public Works maintenance expectations and associated operating expense reductions by department.

Assumptions

The attached document presumes the following assumptions:

1. Only operating expense reductions are reflected. Budgetary impact of staff reductions and capital expense reductions are reflected in the COVID-19 financial model which is being provided to you separately.
2. In any stage, departments would utilize employees from other departments as necessary to maintain or perform an emergency fix on critical infrastructure.
3. Actual maintenance levels may be moderately adjusted based on real-time conditions and staffing.
4. Budget reductions reflect both reduction in service levels and associated reductions due to less staff physically present.

Public Works COVID 19 Recession Plan - Maintenance Expectations

Plaza Services:

Significant:

- Trash checked / public surfaces disinfected / plaza cleanup daily.
- Pots and Baskets watered daily. Annual flowers planted. Reduction of perennial order.
- Mulch high priority areas with current order of Soil Pep mulch. Suspend/postpone 2nd delivery.
- Planter beds weeded less frequently.
- Operate irrigation system on a reduced schedule, but as needed for optimal plant health.
- Continue fertilizer applications. Reduce mowing to 1x per week.
- Plaza paver repair significantly reduced.
- Wednesdays - no maintenance days pending Market on the Plaza.
- Reduction of holiday decorations with a focus on decorating the Village Center and Entrance.
- Snow removal completed on an extended timeline.

Estimated Operating Budget Reduction Excl. Employee Costs: \$81,200

Major:

- Trash checked / public surfaces disinfected / plaza cleanup daily.
- Pots and Baskets watered daily. Suspension of any remaining plant purchases.
- Use existing mulch in beds. Suspend Soil Pep mulch replacement and any additional mulching.
- Planter beds weeded less frequently.
- Further reduce irrigation and reduce fertilizer to suppress growth. Reduce mowing to 1x per 1.5 weeks.
- Plaza paver repair extremely reduced – repair hazards only.
- Minimal staff allocation for Market on the Plaza – assistance needed from other departments.
- Reduction of holiday decorations to minimal levels.
- Snow removal focused on creating paths during storms. Complete removal after storms.

Est. Operating Budget Reduction Excl. Employee Costs: \$68,624 (Total \$149,824)

Crisis:

- Trash checked / public surfaces disinfected / plaza cleanup daily.
- Pots and baskets removed. Cease any remaining planting.
- Use existing mulch in beds. No Soil Pep mulch replacement.
- Planter beds weeded infrequently.
- Reduction of irrigation and fertilizer to suppress growth. Hand water only as necessary.
- High priority turf areas mowed once per 2 weeks. Select turf areas grown out.
- No staff allocation for Market on the Plaza.
- Suspend holiday decorating.
- Snow removal focused on creating paths.
- Staff from other departments to assist as needed.

Est. Operating Budget Reduction Excl. Employee Costs: \$50,200 (Total \$200,024)

Road and Bridge:

Significant:

- Road maintenance to continue with in house crew. Maintenance times slowed, but all necessary repairs will take place.
- All yet-to-be contracted road work suspended.
- Parking lots and roads cleaned as normal – slightly slower schedule.
- Inspection of roads and trash/debris pickup continues throughout week.
- Contracted repairs to wall and bridges reduced or deferred.
- Street and parking lot snow removal times extended w/ priority to main artery roads.

Est. Operating Budget Reduction Excl. Employee Costs: \$252,460

Major:

- In house road maintenance only addressing problem areas (potholes, downed trees, etc.)
- Streets and parking lots cleaned weekly.
- Inspection of roads and trash/debris cleanup occurs weekly.
- Snow plowing of main artery roads during storms. Side streets plowed at storms end.

Est. Operating Budget Reduction Excl Employee Costs: \$15,000 (Total: \$267,460)

Crisis:

- Road maintenance limited to only necessary repairs.
- Inspection of roads and trash/debris cleanup occurs weekly.
- Snow plowing of main artery roads during storms. Side streets plowed at storms end.
- Response slowed across all areas. Staff from other departments to assist as necessary.

Est. Operating Budget Reduction Excl. Employee Costs: \$21,028 (Total: \$288,488)

Vehicle Maintenance:

Significant:

- All vehicles and equipment maintained with slight delays possible.
- Town fabrication projects to continue with slight delays.
- Sidewalk snow removal in the Meadows as tasked.

Est. Operating Budget Reduction Excl. Employee Costs: \$4,500

Major:

- Reduction in weekly coverage
- All vehicles and equipment maintained with substantial delays possible.
- Necessary Town fabrication projects to continue with substantial delays possible.
- Sidewalk snow removal in the Meadows as tasked.

Est. Operating Budget Reduction Excl. Employee Costs: \$2,500 (Total: \$7,000)

Crisis:

- Deferred non-critical maintenance when appropriate. Fabrication projects put on hold.
- Vehicles and equipment continued to be kept operational and safe.
- Sidewalk snow removal in the Meadows may be delayed.
- Staff from other departments to assist as needed.

Est. Operating Budget Reduction Excl. Employee Costs: \$4,750 (Total: \$11,750)

MV Sewer (Town of Telluride has been contacted for updated operational and capital costs for 2020 and 2021 but were not available at the time of this submittal):

Significant:

- In house sewer maintenance performed with emphasis on cleaning manholes of unacceptable sewage and fixing infiltration issues to help with sewer plant operations.

Est. Operating Budget Reduction Excl. Employee Costs: \$11,500

Major:

- Sewer system checked weekly. Repairs as needed.

Est. Operating Budget Reduction Excl. Employee Costs: \$2,960 (Total: \$14,460)

Crisis:

- All minor maintenance deferred, and only major repairs performed as needed.
- Staff from other departments to assist as needed.

Est. Operating Budget Reduction Excl. Employee Costs: \$2,406 (Total: \$16,866)

MV Water:

Significant:

- All water sampling and meter reading completed on schedule.
- All daily inspections performed.
- All maintenance performed with slightly reduced with slowed schedule.
- Double cabin tank maintenance (painting) deferred to 2021.

Est. Operating Budget Reduction Excl. Employee costs: \$88,000

Major:

- All water sampling and meter reading completed on schedule.
- Water system monitored by SCADA system and weekly inspections.
- Routine maintenance delayed or deferred where possible.

Est. Operating Budget Reduction Excl. Employee Costs: \$18,480 (Total: \$106,480)

Crisis:

- All mandatory functions take priority. Only necessary maintenance performed.
- Water system monitored by SCADA and weekly inspections.
- Meter readings completed but potentially delayed a few days.
- Staff from other departments to assist as needed.

Est. Operating Budget Reduction Excl. Employee Costs: \$55,859 (Total: \$162,339)

Ski Ranches Water:

- All functions the same as MV Water

Estimated Operating Budget Reduction (excluding employee costs):

- Significant: \$500
- Major: \$1,626 (Total: \$2,126)
- Crisis: \$5054 (Total: \$7,180)

Facility Maintenance:

Significant:

- Most facility maintenance to continue
- Utilities such as building heat and snowmelt systems reduced or turned off.
- Larger projects such as Madeline bathroom floor replacement to be deferred.

Est. Operating Budget Reduction Excl. Employee Costs: \$25,500

Major:

- Maintenance to focus on necessary repairs or cost saving temporary fixes.

Est. Operating Budget Reduction Excl. Employee Costs: \$11,000 (Total: \$36,500)

Crisis:

- Delays in maintenance repairs.
- Vehicles and equipment continued to be kept operational and safe.
- Staff from other departments to assist as needed.

Est. Operating Budget Reduction Excl. Employee Costs: \$14,683 (Total: \$51,183)



**TOWN OF MOUNTAIN VILLAGE
TOWN MANAGER
CURRENT ISSUES AND STATUS REPORT
MARCH 2020**

1. Great Services Award Program

▪ **Great Services Award Nominations – FEBRUARY**

- **Jane Marinoff, Planning and Development Services:**

I greatly appreciate Jane's help in solving this one (confusion regarding fireplace permits). These old files are never as complete as everyone would like. Michelle and Kim: Jane did a fantastic job in helping sort out a bunch of missing information in ancient files. We all like to think that everything in the past was documented the way things are documented today. I am not sure we would have been able to solve the mystery behind the missing documents without Jane's knowledge of ancient history? I always know I can count on Jane to help me solve our problems –
Stephanie Fanos – **WINNER FEBRUARY**

2. Broadband

- Beta area (Boulders and Prospect Plaza) 100% complete
- All supplies for 2020 build are ordered and, with the exception of microfiber, have been received. Microfiber is due to arrive within four weeks
- Headend central air conditioner has been replaced
- Our contractor, Lightworks, is preparing to reengage in construction this month
- Finalized testing on the Multi Dwelling Unit connection box and testing was successful. The necessary MOCA adaptors have been ordered for the first phase of the construction

3. IT Updates

- Cybersecurity
 - Quarterly review with managed security. Identified action item list
 - Continue to patch and make changes to the Threatscape
- System Administration
 - Upgraded backup system
 - Continue to patch servers
 - Continue to tweak new video server
 - Continue to renew subscriptions and upgrade servers
 - Began exploring other virtual server solutions
- Network Administration
 - Added more security to Town of Mountain Village Internet Service Provider (TMVISP)
 - Began redesigning TMVISP network for fiber rollout
 - Continue to security patch
 - Began planning for off-season upgrades and improvements
- Desktop Support
 - Handled various desktop support issues.
 - Continue to security patch
 - Upgraded several more computers to Windows 10

- Continue to track down various email threads
- Marketing
 - Continue to work on new fiber information releases
- Training
 - Continue to train Hector, Jory and Dustin network and desktop variables
- Emergency Operations Center (EOC)
 - Migrated all TMV cell phones over to AT&T FirstNet giving TMV priority calling and reducing monthly cost

4. Miscellaneous

- Effective March 31st, Susan Johnston will be promoted to Town Clerk and Christine Lambert to Senior Deputy Town Clerk. They both have done an excellent job through the transition and have shown their ability to operate the department with reduced staffing. Congratulations to both!
- Participated in the TRWWTP Funding Committee meeting on February 24th
- Jim Mahoney and I met with TSG on February 27th to discuss options regarding transportation, park development, parking and pedestrian access within the Meadows. We are working jointly to develop conceptual options for each of these and will then meet again with TSG before getting input from Council as to the preferred direction
- Attended the Gondola Subcommittee meeting on February 27th
- Participated in the Gondola Subcommittee Facilitators Interviews on March 3rd to select a facilitator as we begin to meet with all elected officials to move forward with gondola planning for post 2027
- Met with the Telluride Fire Protection District to discuss the sale of the third floor of the Municipal Building
- Jim Mahoney and I met with San Miguel County to discuss their ownership interest in VCA
- Met multiple times with staff to finalize the RFP for VCA as well as planning for informative meetings with staff, residents, businesses and VCA tenants to roll out the concept of an RFP. Conducted a meeting with VCA staff, the VCA Advisory Committee as well as the community, as a whole, with additional meetings to be conducted over the next two weeks



Business and Government Activity Report
For the month ending: February 29th

Activity	2020			2019			YTD or MTD Variance	
	MONTH	Monthly Change	YTD	MONTH	Monthly Change	YTD	Variance	Variance %
Cable/Internet								
<i>Lost a bulk internet subscriber in February 2020</i>								
# Residential & Bulk Basic Cable	805	(8)		849	(18)		(44)	-5.2%
# Premium Channel Residential & Bulk Subscribers	418	60		428	(3)		(10)	-2.3%
# Digital Subscribers	191	(1)		220	2		(29)	-13.2%
# Internet Subscribers	1,847	(163)		1,981	(8)		(134)	-6.8%
# Phone Subscribers	90	(2)		101	0		(11)	-10.8%
Village Court Apartments								
Occupancy Rate %	100.00%	0.91%	99.55%	99.09%	0.00%	99.09%	0.46%	0.5%
# Vacated Units	0	(2)	2	1	1	1	1	100.0%
# Work Orders Completed	32	12	52	20	(1)	41	11	26.8%
# on Waiting List	191	(11)		156	11		35	22.4%
Public Works								
0								
Service Calls	537	(37)	1,111	249	(2)	500	611	122.2%
Snow Fall Inches	27	(30)	84	68	(5)	141	(57)	-40.4%
Snow Removal - Streets & Prkg Lots Hours	849	(118)	1,816	1,020	(43)	2,082	(266)	-12.8%
Roadway Maintenance Hours	108	97	119	29	(2)	60	59	98.3%
Water Billed Consumption Gal.	9,514,000	(16,451,000)	35,479,000	9,155,000	(26,956,000)	81,377,000	(45,898,000)	-56.4%
Sewage Treatment Gal.	10,238,000	81,000	20,395,000	9,073,000	(683,000)	18,829,000	1,566,000	8.3%
Child Development Fund								
# Infants Actual Occupancy	6.15	(0.26)		4.95	0.17		1.20	24.2%
# Toddlers Actual Occupancy	16.05	1.46		15.85	0.95		0.20	1.3%
# Preschoolers Actual Occupancy	15.65	(0.12)		16.15	(1.17)		(0.50)	-3.1%
Transportation and Parking								
<i>February - Bus routes: 2/5 gondola delayed opening, 2/27 section 3 down due to mechanical breakdown</i>								
GPG (noon snapshot)	10,100	(625)	20,825	9,739	(335)	19,813	1,012	5.1%
GPG Parking Utilization (% of total # of spaces occupied)	75.7%	0.50%	75.5%	75.60%	5.00%	73.0%	2.5%	3.4%
HPG (noon snapshot)	2,109	41	4,177	2,112	(105)	4,329	(152)	-3.5%
HPG Parking Utilization (% of total # of spaces occupied)	68.6%	5.70%	65.7%	71.20%	3.70%	69.2%	-3.5%	-5.1%
Total Parking (noon snapshot)	16,102	(739)	32,943	16,163	(873)	33,199	(256)	-0.8%
Parking Utilization (% of total # of spaces occupied)	68.6%	1.40%	67.9%	71.40%	1.20%	69.6%	-1.7%	-2.4%
Paid Parking Revenues	\$41,327	(\$17,422)	\$100,076	\$38,295	\$967	\$75,623	\$24,453	32.3%
Bus Routes # of Passengers	316	316	316	8	8	8	308	3850.0%
Employee Shuttle # of Passengers	1,462	16	2,908	1,486	(169)	3,141	(233)	-7.4%
Employee Shuttle Utilization Rate %	47.80%	1.80%	46.9%	55.00%	-4.70%	57.4%	-10.50%	-18.3%
Inbound (Vehicle) Traffic (Entrance) # of Cars	71,727	(646)	144,100	65,258	(3,045)	133,561	10,539	7.9%
part time ee's: town council (7), child care (6), judge seasonal ee's: n/a new hires: gondola ops-seasonal (7) termsgondola ops-seas (4), gondola ops-fyr (2), recreation specialist reason for terms accident (1), drug policy non-compliance (2), other job (2), performance (1)								
Human Resources								
FT Year Round Head Count	83	(1)		83	1		0	0.0%
Seasonal Head Count (FT & PT)	0	(1)		1	0		(1)	-100.0%
PT Year Round Head Count	14	1		19	(1)		(5)	-26.3%
Gondola FT YR, Seasonal, PT YR Head Count	58	(1)		62	1		(4)	-6.5%
Total Employees	155	(2)		165	1		(10)	-6.1%
Gondola Overtime Paid Hours	353	(245)	951	136	(95)	367	584	159.2%
Other Employee Overtime Paid	72	(7)	151	93	(28)	215	(64)	-29.7%
# New Hires Total New Hires	7	4	10	1	(6)	8	2	25.0%
# Terminations	6	(1)	13	5	1	9	4	44.4%
# Workmen Comp Claims	0	(1)	1	2	0	4	(3)	-75.0%
Workmen Comp Claims Costs	\$0	\$0	\$628	\$385	(\$2,115)	\$2,885	(\$2,257)	-78.2%
Number of Reported Injuries	0	(1)	1	2	0	5	(4)	-80.0%
Marketing & Business Development								
Town Hosted Meetings	5	1	9	5	1	9	0	0.0%
Email Correspondence Sent	16	0	32	9	(2)	20	12	60.0%
E-mail List #	7,313	(90)		6,201	20		1,112	17.9%
Ready-Op Subscribers	1,940	234		na	#VALUE!		#VALUE!	#VALUE!
News Articles	19	(2)	40	7	2	12	28	233.3%
Press Releases Sent	3	0	6	0	0	0	6	#DIV/0!
Gondola and RETA								
<i>Current RETA revenues are unaudited</i>								
Gondola # of Passengers	369,581	(3,642)	742,804	356,888	1,107	712,669	30,135	4.2%
Chondola # of Passengers	29,535	(2,560)	60,432	29,376	(4,493)	63,245	(2,813)	-4.4%
RETA fees collected by TMOVA	\$ 467,010	\$ 86,295	\$ 847,725	\$ 654,210	\$ 176,112	\$ 1,132,308	(\$284,583)	-25.1%
Recreation								
Winter = Nov 1 - Apr 30								
Platform Tennis Registrations	18	(28)	64	40	(5)	85	(21)	-24.7%
Ice Rink Skaters	1128	(199)	2455	522	(1241)	2285	170	7.4%
Snow Cat Hours	84	(42)	210	129	20	238	(28)	-11.7%



Business and Government Activity Report
For the month ending: February 29th

Activity	2020			2019			YTD or MTD Variance	
	MONTH	Monthly Change	YTD	MONTH	Monthly Change	YTD	Variance	Variance %

Police									
Calls for Service	#	482	53	911	336	(34)	706	205	29.0%
Investigations	#	22	6	38	18	(5)	41	(3)	-7.3%
Alarms	#	17	(8)	42	8	(29)	75	(33)	-44.0%
Arrests	#	6	4	8	5	0	10	(2)	-20.0%
Summons	#	4	1	7	3	(5)	11	(4)	-36.4%
Traffic Contacts	#	25	0	50	5	3	7	43	614.3%
Traffic Tickets Written	#	7	6	8	4	4	4	4	100.0%
Parking Tickets Written	#	266	(215)	747	435	(6)	876	(129)	-14.7%
Administrative Dismissals	#	0	(13)	13	4	(7)	15	(2)	-13.3%

Building/Planning									
Community Development Revenues		\$22,891	\$10,857	\$34,932	\$21,579	\$3,751	\$40,073	(\$5,141)	-12.8%
# Permits Issued		22	-15	59	16	3	29	30	103.4%
Valuation of Mtn Village Remodel/New/Additions Permits		\$180,000	(\$5,000)	\$365,000	\$325,290	\$300,290	\$350,290	\$14,710	4.2%
Valuation Mtn Village Electric/Plumbing/Other Permits		\$148,269	\$44,269	\$252,269	\$117,409	\$82,609	\$152,209	\$100,060	65.7%
Valuation Telluride Electric/Plumbing Permits		\$85,100	(\$86,657)	\$256,857	\$65,375	(\$220,251)	\$351,001	(\$94,144)	-26.8%
# Inspections Completed		230	-58	518	163	21	305	213	69.8%
# Design Review/Zoning Agenda Items		14	5	23	9	0	18	5	27.8%
# Staff Review Approvals		13	8	18	6	0	12	6	50.0%

Plaza Services									
Snow Removal Plaza	Hours	356	(150)	862	686	(76)	1,447.3	(585)	-40.4%
Plaza Maintenance	Hours	483	40	926	286	(29)	602	325	54.0%
Lawn Care	Hours	0	0	0	0	0	0	0	#DIV/0!
Plant Care	Hours	47	11	84	15	6	23	61	268.1%
Irrigation	Hours	9	9	9	0	0	0	9	#DIV/0!
TMV Trash Collection	Hours	104	8	199	97	2	191	8	4.2%
Christmas Decorations	Hours	151	(40)	342	90	(42)	222	120	54.0%

Vehicle Maintenance									
# Preventive Maintenance Performed		19	5	33	19	(8)	46	(13)	-28.3%
# Repairs Completed		21	3	39	26	8	44	(5)	-11.4%
Special Projects		0	0	0	0	(9)	9	(9)	-100.0%
# Roadside Assists		0	0	0	0	(1)	1	(1)	-100.0%

Finance									
# Other Business Licenses Issued		70	(719)	859	62	(659)	773	86	11.1%
# Privately Licensed Rentals		4	(57)	65	7	(55)	69	(4)	-5.8%
# Property Management Licensed Rentals		8	(393)	409	3	(398)	404	5	1.2%
# Unique VRBO Property Advertisements Listings for MV		439	2	441	378	(19)	407	61	16.1%
# Paperless Billing Accts (total paperless customers)		1,117	14	1,131	906	1	1,107	211	23.3%
# of TMV AR Bills Processed		2,189	4	4,374	2,130	(6)	4,266	108	2.5%

Accounts Receivable					General Fund Investment Activity				
	TMV Operating Receivables (includes Gondola funding)		Utilities - Broadband and Water/Sewer		VCA - Village Court Apartments				
Current	\$443,568	99.8%	\$409,299	87.1%	\$9,122	81.6%	Change in Value (Month)	\$763,772	
30+ Days	101	0.0%	44,770	9.5%	17	0.2%	Ending Balance	\$11,023,773	
60+ Days	9	0.0%	11,467	2.4%	179	1.6%	Investment Income (Month)	\$17,071	
90+ Days	10	0.0%	3,517	0.7%	1,864	16.7%	Estd. Portfolio Yield	1.85%	
over 120 days	861	0.2%	620	0.1%	-	0.0%	Yield Change (Month)	-0.09%	
Total	\$ 444,549	100.0%	\$ 469,674	100.0%	\$ 11,183	100.0%			
	Other Billings - CDF, Construction Parking		Total All AR		Change Since Last Month - Increase (Decrease) in AR		Other Statistics		
Current	\$35,343	81.8%	\$ 897,333	92.6%	\$45,072	86.9%	Population (estimated)	1,434	
30+ Days	6,784	15.7%	51,672	5.3%	9,438	18.2%	(Active) Registered Voters	871	
60+ Days	348	0.8%	12,004	1.2%	(330)	-0.6%	Property Valuation	314,681,000	
90+ Days	108	0.2%	5,499	0.6%	(1,440)	-2.8%			
over 120 days	599	1.4%	2,080	0.2%	(883)	-1.7%			
Total	\$ 43,182	100.0%	\$ 968,588	100.0%	\$ 51,857	100.0%			

Town of Mountain Village Broadband Subscriber Statistics

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
2020 EBU Subscribers												
Basic - Residential	633	626	0	0	0	0	0	0	0	0	0	0
Increase (Decrease) - Prior Year	-3.65%	-2.03%	-100.00%									
Basic - Bulk	180	179	0	0	0	0	0	0	0	0	0	0
Increase (Decrease) - Prior Year	-14.29%	-14.76%	-100.00%									
Premium - Residential	180	240	0	0	0	0	0	0	0	0	0	0
Increase (Decrease) - Prior Year	-28.57%	-3.61%	-100.00%									
Premium - Bulk	178	178	0	0	0	0	0	0	0	0	0	0
Increase (Decrease) - Prior Year	-0.56%	-0.56%	-100.00%									
Digital	192	191	0	0	0	0	0	0	0	0	0	0
Increase (Decrease) - Prior Year	-11.93%	-13.18%	-100.00%									
Internet	2,010	1,847	0	0	0	0	0	0	0	0	0	0
Increase (Decrease) - Prior Year	1.06%	-6.76%	-100.00%									
Phone	92	90	0	0	0	0	0	0	0	0	0	0
Increase (Decrease) - Prior Year	-8.91%	-10.89%	-100.00%									
2019 EBU Subscribers												
Basic - Residential	657	639	635	585	564	588	622	625	610	569	561	599
Increase (Decrease) - Prior Year	-1.20%	-4.05%	-3.20%	-2.50%	-4.41%	-4.85%	-3.86%	-3.25%	-3.02%	-2.90%	-2.09%	2.04%
Basic - Bulk	210	210	210	210	210	210	210	210	210	210	210	209
Increase (Decrease) - Prior Year	-2.78%	-2.78%	-4.11%	-4.55%	-5.00%							
Premium - Residential	252	249	242	233	226	235	232	234	231	223	220	230
Increase (Decrease) - Prior Year	-11.27%	-10.11%	-11.68%	-9.34%	-11.37%	-10.31%	-14.07%	-10.69%	-8.33%	-6.30%	-6.38%	-2.13%
Premium - Bulk	179	179	179	179	179	179	179	179	179	179	179	178
Increase (Decrease) - Prior Year	-16.36%	-16.36%	-16.36%	-16.36%	-16.36%	-16.36%	-16.36%	-16.36%	-12.68%	-16.36%	-16.36%	-16.82%
Digital	218	220	211	198	191	203	213	213	205	194	189	202
Increase (Decrease) - Prior Year	-5.22%	-4.35%	-6.22%	-4.35%	-7.28%	-5.14%	-6.58%	-4.91%	-5.09%	-4.90%	-5.50%	-2.42%
Internet	1,989	1,981	1,976	1,916	1,914	1,945	1,966	1,997	1,981	1,948	1,933	1,983
Increase (Decrease) - Prior Year	12.12%	12.75%	11.83%	10.69%	11.67%	11.33%	10.51%	12.70%	12.30%	12.60%	3.81%	5.59%
Phone	101	101	97	99	98	98	97	97	94	93	92	92
Increase (Decrease) - Prior Year	0.00%	3.06%	-3.96%	-1.98%	-4.85%	-3.92%	-4.90%	-4.90%	-6.93%	-7.92%	-7.07%	-7.07%
2018 EBU Subscribers												
Basic - Residential	665	666	656	600	590	618	647	646	629	586	573	587
Increase (Decrease) - Prior Year	2.47%	1.99%	1.08%	0.67%	3.33%	2.83%	0.62%	0.94%	1.29%	0.00%	-0.69%	-3.77%
Basic - Bulk	216	216	219	220	220	220	220	220	220	220	220	220
Increase (Decrease) - Prior Year	-17.24%	-8.86%	-7.59%	-7.17%	-7.56%	-7.95%	-7.95%	-7.95%	0.00%	-0.90%	-0.90%	-1.35%
Premium - Residential	284	277	274	257	255	262	270	262	252	238	235	235
Increase (Decrease) - Prior Year	-16.22%	-18.29%	-18.45%	-14.62%	-11.76%	-10.88%	-10.60%	-12.67%	-13.40%	-13.14%	-12.64%	-15.77%
Premium - Bulk	214	214	214	214	214	214	214	214	205	214	214	214
Increase (Decrease) - Prior Year	4.39%	3.88%	3.88%	3.88%	3.38%	3.38%	3.38%	2.88%	15.82%	10.88%	10.31%	10.31%
Digital	230	230	225	207	206	214	228	224	216	204	200	207
Increase (Decrease) - Prior Year	-13.53%	-13.86%	-15.41%	-14.46%	-13.08%	-12.30%	-12.98%	-15.15%	-2.70%	-3.32%	-1.48%	-4.61%
Internet	1,774	1,757	1,767	1,731	1,714	1,747	1,779	1,772	1,764	1,730	1,862	1,878
Increase (Decrease) - Prior Year	0.17%	-0.73%	0.06%	3.96%	2.57%	2.04%	2.30%	0.11%	1.38%	2.61%	9.92%	7.62%
Phone	101	98	101	101	103	102	102	102	101	101	99	99
Increase (Decrease) - Prior Year	-9.01%	-10.09%	2.02%	-7.34%	4.04%	2.00%	2.00%	0.00%	-1.94%	-1.94%	-2.94%	-2.94%
2017 EBU Subscribers												
Basic - Residential	649	653	649	596	571	601	643	640	621	586	577	610
Increase (Decrease) - Prior Year	-5.12%	14.76%	-1.82%	6.81%	-7.75%	-0.66%	-0.16%	2.56%	0.49%	-0.34%	0.17%	-1.77%
Basic - Bulk	261	237	237	237	238	239	239	239	220	222	222	223
Increase (Decrease) - Prior Year	-19.94%	-27.30%	-23.55%	-23.55%	-23.23%	-22.40%	-22.40%	-22.40%	-28.34%	-27.69%	-27.92%	-27.60%
Premium - Residential	339	339	336	301	289	294	302	300	291	274	269	279
Increase (Decrease) - Prior Year	20.21%	20.21%	18.73%	4.88%	-32.16%	-7.26%	-10.65%	-5.66%	-10.74%	-9.57%	-12.38%	-12.81%
Premium - Bulk	205	206	206	206	207	207	207	208	177	193	194	194
Increase (Decrease) - Prior Year	-14.23%	-13.81%	-3.29%	-3.29%	-2.82%	-2.82%	-2.82%	-2.35%	-16.90%	-9.39%	-8.92%	-8.92%
Digital	266	267	266	242	237	244	262	264	222	211	203	217
Increase (Decrease) - Prior Year	2.31%	-8.87%	-10.44%	-13.88%	-11.24%	-6.15%	-3.68%	0.00%	-15.59%	-13.88%	-15.42%	-14.90%
Internet	1,771	1,770	1,766	1,665	1,671	1,712	1,739	1,770	1,740	1,686	1,694	1,745
Increase (Decrease) - Prior Year	8.05%	5.86%	6.45%	4.98%	2.08%	3.82%	2.72%	5.48%	3.94%	11.07%	-3.53%	1.28%
Phone	111	109	99	109	99	100	100	102	103	103	102	102
Increase (Decrease) - Prior Year	18.09%	15.96%	3.13%	11.22%	0.00%	6.38%	-3.85%	-1.92%	-6.36%	-3.74%	-1.92%	-4.67%
2016 EBU Subscribers												
Basic - Residential	684	569	661	558	619	605	644	624	618	588	576	621
Increase (Decrease) - Prior Year												
Basic - Bulk	326	326	310	310	310	308	308	308	307	307	308	308
Increase (Decrease) - Prior Year												
Premium - Residential	282	282	283	287	426	317	338	318	326	303	307	320
Increase (Decrease) - Prior Year												
Premium - Bulk	239	239	213	213	213	213	213	213	213	213	213	213
Increase (Decrease) - Prior Year												
Digital	260	293	297	281	267	260	272	264	263	245	240	255
Increase (Decrease) - Prior Year												
Internet	1,639	1,672	1,659	1,586	1,637	1,649	1,693	1,678	1,674	1,518	1,756	1,723
Increase (Decrease) - Prior Year												
Phone	94	94	96	98	99	94	104	104	110	107	104	107
Increase (Decrease) - Prior Year												

Cable/Phone/Internet Subscribers 2016-present

