



TOWN OF PAONIA
MONDAY, JANUARY 03, 2022
VIRTUAL MEETING AGENDA
5:15 PM

VIRTUAL MEETING
(MEETING WILL NOT BE HELD AT THE TOWN HALL)

TELEPHONE:

DIAL (FOR HIGHER QUALITY, DIAL A NUMBER BASED ON YOUR CURRENT LOCATION):

**US: +1 253 215 8782 OR +1 346 248 7799 OR +1 669 900 9128 OR +1 301 715 8592 OR +1 312 626 6799 OR
+1 646 558 8656**

MEETING ID: 876 9559 3758

EXPLANATION OF PUBLIC COMMENT

*Trustees receive the first opportunity to discuss each agenda item. Following Trustee discussion, the Mayor will open the meeting for public comment. Each person will receive the opportunity to **speak one time on each agenda item**. The Mayor will provide the time allotted for public comment prior to the agenda item discussion. At the end of the time allotted the speaker will be muted and will not be recognized again for discussion of the same agenda item.*

Roll Call

Approval of Agenda

Regular Business

- [2.](#) Initial Preparation Discussion of Attorney Interview

Executive Session

- [3.](#) Executive Session For the purpose of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and/or instructing negotiators, under C.R.S. Section 24-6-402(4)(e); Interview of Legal Counsel – Karp.Neu.Hanlon

Adjournment

- [4.](#) Adjournment

I. RULES OF PROCEDURE

Section 1. Schedule of Meetings. Regular Board of Trustees meetings shall be held on the second and fourth Tuesdays of each month, except on legal holidays, or as re-scheduled or amended and posted on the agenda prior to the scheduled meeting.

Section 2. Officiating Officer. The meetings of the Board of Trustees shall be conducted by the Mayor or, in the Mayor's absence, the Mayor Pro-Tem. The Town Clerk or a designee of the Board shall record the minutes of the meetings.

Section 3. Time of Meetings. Regular meetings of the Board of Trustees shall begin at 6:30 p.m. or as scheduled and posted on the agenda. Board Members shall be called to order by the Mayor. The meetings shall open with the presiding officer leading the Board in the Pledge of Allegiance. The Town Clerk shall then proceed to call the roll, note the absences and announce whether a quorum is present. Regular Meetings are scheduled for three hours, and shall be adjourned at 9:30 p.m., unless a majority of the Board votes in the affirmative to extend the meeting, by a specific amount of time.

Section 4. Schedule of Business. If a quorum is present, the Board of Trustees shall proceed with the business before it, which shall be conducted in the following manner. Note that all provided times are estimated:

- (a) Roll Call - (5 minutes)
- (b) Approval of Agenda - (5 minutes)
- (c) Announcements (5 minutes)
- (d) Recognition of Visitors and Guests (10 minutes)
- (e) Consent Agenda including Approval of Prior Meeting Minutes (10 minutes)
- (f) Mayor's Report (10 minutes)
- (g) Staff Reports: (15 minutes)
 - (1) Town Administrator's Report
 - (2) Public Works Reports
 - (3) Police Report
 - (4) Treasurer Report
- (h) Unfinished Business (45 minutes)
- (i) New Business (45 minutes)
- (j) Disbursements (15 minutes)
- (k) Committee Reports (15 minutes)
- (l) Adjournment

* This schedule of business is subject to change and amendment.

Section 5. Priority and Order of Business. Questions relative to the priority of business and order shall be decided by the Mayor without debate, subject in all cases to an appeal to the Board of Trustees.

Section 6. Conduct of Board Members. Town Board Members shall treat other Board Members and the public in a civil and polite manner and shall comply with the Standards of Conduct for Elected Officials of the Town. Board Members shall address Town Staff and the Mayor by his/her title, other Board Members by the title of Trustee or the appropriate honorific (i.e.: Mr., Mrs. or Ms.), and members of the public by the appropriate honorific. Subject to the Mayor's discretion, Board Members shall be limited to speaking two times when debating an item on the agenda. Making a motion, asking a question or making a suggestion are not counted as speaking in a debate.

Section 7. Presentations to the Board. Items on the agenda presented by individuals, businesses or other organizations shall be given up to 5 minutes to make a presentation. On certain issues, presenters may be given more time, as determined by the Mayor and Town Staff. After the presentation, Trustees shall be given the opportunity to ask questions.

Section 8. Public Comment. After discussion of an agenda item by the Board of Trustees has concluded, the Mayor shall open the floor for comment from members of the public, who shall be allowed the opportunity to comment or ask questions on the agenda item. Each member of the public wishing to address the Town Board shall be recognized by the presiding officer before speaking. Members of the public shall speak from the podium, stating their name, the address of their residence and any group they are representing prior to making comment or asking a question. Comments shall be directed to the Mayor or presiding officer, not to an individual Trustee or Town employee. Comments or questions should be confined to the agenda item or issue(s) under discussion. The speaker should offer factual information and refrain from obscene language and personal attacks.

Section 9. Unacceptable Behavior. Disruptive behavior shall result in expulsion from the meeting.

Section 10. Posting of Rules of Procedure for Paonia Board of Trustees Meetings. These rules of procedure shall be provided in the Town Hall meeting room for each Board of Trustees meeting so that all attendees know how the meeting will be conducted.

II. CONSENT AGENDA

Section 1. Use of Consent Agenda. The Mayor, working with Town Staff, shall place items on the Consent Agenda. By using a Consent Agenda, the Board has consented to the consideration of certain items as a group under one motion. Should a Consent Agenda be used at a meeting, an appropriate amount of discussion time will be allowed to review any item upon request.

Section 2. General Guidelines. Items for consent are those which usually do not require discussion or explanation prior to action by the Board, are non-controversial and/or similar in content, or are those items which have already been discussed or explained and do not require further discussion or explanation. Such agenda items may include ministerial tasks such as, but not limited to, approval of previous meeting minutes, approval of staff reports, addressing routine correspondence, approval of liquor licenses renewals and approval or extension of other Town licenses. Minor changes in the minutes such as non-material Scribner errors may be made without removing the minutes from the Consent Agenda. Should any Trustee feel there is a material error in the minutes, they should request the minutes be removed from the Consent Agenda for Board discussion.

Section 3. Removal of Item from Consent Agenda. One or more items may be removed from the Consent Agenda by a timely request of any Trustee. A request is timely if made prior to the vote on the Consent Agenda. The request does not require a second or a vote by the Board. An item removed from the Consent Agenda will then be discussed and acted on separately either immediately following the consideration of the Consent Agenda or placed later on the agenda, at the discretion of the Board.

III. EXECUTIVE SESSION

Section 1. An executive session may only be called at a regular or special Board meeting where official action may be taken by the Board, not at a work session of the Board. To convene an executive session, the Board shall announce to the public in the open meeting the topic to be discussed in the executive session, including specific citation to the statute authorizing the Board to meet in an executive session and identifying the particular matter to be discussed "in as much detail as possible without compromising the purpose for which the executive session is authorized." In the event the Board plans to discuss more than one of the authorized topics in the executive session, each should be announced, cited and described. Following the announcement of the intent to convene an executive session, a motion must then be made and seconded. In order to go into executive session, there must be the affirmative vote of two thirds (2/3) of Members of the Board.

Section 2. During executive session, minutes or notes of the deliberations should not be taken. Since meeting minutes are subject to inspection under the Colorado Open Records Act, the keeping of minutes would defeat the private nature of executive session. In addition, the deliberations carried out during executive session should not be discussed outside of that session or with individuals not participating in the session. The contents of an executive session are to remain confidential unless a majority of the Trustees vote to disclose the contents of the executive session.

Section 3. Once the deliberations have taken place in executive session, the Board should reconvene in regular session to take any formal action decided upon during the executive session. If you have questions regarding the wording of the motion or whether any other information should be disclosed on the record, it is essential for you to consult with the Town Attorney on these matters.

IV. SUBJECT TO AMENDMENT

Section 1. Deviations. The Board may deviate from the procedures set forth in this Resolution, if, in its sole discretion, such deviation is necessary under the circumstances.

Section 2. Amendment. The Board may amend these Rules of Procedures Policy from time to time.

AGENDA SUMMARY FORM



Roll Call

Summary:

Notes:

Possible Motions:

Motion by: _____ 2nd: _____ vote: _____

Vote:	Trustee	Trustee Budinger	Trustee Johnson
Trustee Knutson	Trustee Meck	Trustee	Mayor Bachran

December 30, 2021

AGENDA SUMMARY FORM



Approval of Agenda

Summary:

Notes:

Possible Motions:

Motion by: _____ 2nd: _____ vote: _____

Vote:	Trustee Budinger	Trustee Johnson	Trustee Knutson
Trustee Meck	Trustee Smith	Trustee Thompson	Mayor Bachran

AGENDA SUMMARY FORM

	Initial Preparation Discussion of Attorney Interview
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Summary:

Notes:

Possible Motions:

Motion by: _____ 2nd: _____ vote: _____

Vote:	Mayor Bachran	Trustee Budinger	Trustee Johnson
Trustee Knutson	Trustee Meck	Trustee Smith	Trustee ThompsonF

Karp Neu Hanlon PC

ATTORNEYS AT LAW

www.mountainlawfirm.com

Glenwood Springs – Main Office
201 14th Street, Suite 200
P. O. Drawer 2030
Glenwood Springs, CO 81602

Aspen
323 W. Main Street
Suite 301
Aspen, CO 81611

Montrose
1544 Oxbow Drive
Suite 224
Montrose, CO 81402

Jeffrey J. Conklin
Partner/Shareholder

jic@mountainlawfirm.com

Direct: 970.928.2124

Office: 970.945.2261

Fax: 970.945.7336

**Direct Mail to Glenwood Office*

October 28, 2021

Via Email

Town of Paonia
Attn: Corinne Ferguson, Town Administrator
corinne@townofpaonia.com

Re: Proposal for Town Attorney

Dear Mayor and Trustees:

Karp Neu Hanlon, P.C. (“KNH”) is pleased to provide this proposal for Town Attorney legal services to the Town of Paonia (“Paonia” or the “Town”). In providing legal services to Paonia, Jeff Conklin would be the primary responsible Town Attorney. KNH is a full service, Martindale Hubble AV-rated law firm with offices in Glenwood Springs, Aspen, and Montrose. Jeff and KNH have extensive skills, experience, and expertise in providing legal services to local governmental entities that we believe would prove valuable to the Town.

- 1. Describe your experience with municipal law generally and specifically speak to your experience with regard to municipal elections, municipal land use regulations, real property matters generally, zoning law, constitutional issues (state and federal) affecting municipalities, municipal finance, complex litigation, appellate practice and any other areas you believe are relevant to the Town s decision.**

As a result of our representation of Colorado public entity clients, we are well-versed in a broad range of local government law issues, including those identified in the RFP. KNH has represented municipal clients on matters including, but not limited to:

- Election law, including working with municipal clerks on the requirements for conducting a local election, pursuing ballot issues as part of coordinated elections, addressing “ranked choice voting” and “instant runoff” procedures, as well as more controversial matters such as a recall election.
- Planning, zoning, and project development, including large and small-scale mixed use development projects, comprehensive plan development, annexations, development agreements, subdivision improvement agreements, land use code updates, special or conditional use review, and zoning/building code violations and enforcement.
- Public meetings and records, including the Open Records Act, Open Meetings Law,

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requirements related to executive sessions, public notice requirements, drafting ordinances and resolutions, and procedures for conducting public meetings.

- Public finance law, including TABOR issues, budgets, enterprises, public tax law, and sales tax collection/distrain.
- Public facility development, including issuance of bonds and obtaining other types of municipal finance, public private partnerships, and joint development agreements.
- Marijuana and liquor licensing, including code drafting and enforcement for violations of license requirements.
- Municipal court prosecution, including code enforcement, nuisance enforcement, and other matters within the municipal court jurisdiction.
- Intergovernmental agreements and authorities, including negotiating with state entities, counties and special districts to set up agreements to provide services.
- Utility law, including drafting utility codes, drafting utility service plans, reviewing contractor agreements, drafting franchise agreements, water right dedication and tap fee policies, utility liens, and collection of unpaid utility bills.
- Litigation practice, including C.R.C.P. 106 appeals of governmental decisions, condemnation proceedings, enforcement of contracts, easement and other real property disputes, employment defense, the Colorado Governmental Immunity Act, and the Tort Claims Act. Attorneys have successfully argued cases in the Colorado Court of Appeals and the Colorado Supreme Court.
- Real property acquisition, eminent domain, construction contract review, and professional services agreement drafting.
- Employment law issues, including drafting and updating personnel manuals, preparing employment contracts, and advising human resource managers.
- Advocacy and negotiations with county, state and federal agencies.
- Water law, including assessing water right dedications, water right title, water court applications, decreeing plans for augmentation, and water court litigation (including in the Colorado Supreme Court).

With the recent acute impacts of COVID-19 on the health and economies of small rural communities, KNH has put significant efforts into assisting our public sector clients in both protecting residents from the virus's effects and reopening businesses and public facilities in accordance with

Page 3

state and county guidelines. This episode has served to reinforce our firm's commitment to local government clients dealing with an extremely challenging situation. Our substantial well of knowledge and experience in the municipal law field will bring value to the Town from day one.

2. Provide a list of other municipal clients with whom you have worked in the past five years.

KNH maintains a broad base of public-sector clients, where our goal is to provide value-added, solution-oriented counsel. We serve as general counsel or special counsel to a number of cities, towns, special districts and authorities. Public-sector clients in the last five years include:

General Counsel:

- Town of Basalt
- City of Glenwood Springs
- City of Rifle
- Town of Minturn
- Town of Silverthorne
- Town of Palisade
- Town of Parachute
- Town of Silt
- Town of Collbran
- Town of Red Cliff
- Town of Avon
- Grand Junction Regional Airport Authority
- Glenwood Springs Downtown Development Authority
- Garfield County Emergency Communications Authority
- Spring Valley Sanitation District
- West Glenwood Sanitation District
- Aspen Fire Protection District
- Garfield County Clean Energy Collaborative;
- Starwood Metropolitan District; and
- San Miguel Authority for Regional Transportation (SMART).

Special Counsel:

- Town of New Castle (Water Counsel);
- Colorado River Water Conservation District; and
- Grand Mesa Metropolitan District.

In the private-sector, our clients include real estate developers, homeowner associations, farm and ranch owners, large and small businesses, and charitable organizations. We represent these clients on land use, real estate, water, governance, corporate, and employment matters, including related litigation.

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This comprehensive client base offers each of our attorneys opportunities for exposure to a variety of legal issues, while still allowing each of them to focus on their respective areas of expertise. As a result, our clients benefit from decades of specialized knowledge, in addition to a well-rounded and seasoned team of professionals.

3. Describe any knowledge or experience that makes you particularly qualified for the position.

Jeff has been practicing primarily municipal, land use, water, and community association law since 2008. Jeff is currently the Town Attorney for the Town of Basalt and the Town of Parachute. For many years, Jeff served on the Pitkin County Planning and Zoning Commission, including a term as the Chairman. Jeff has also represented private sector land use clients in other mountain communities. This range of experience, including perspectives from “both sides of the table,” has proven valuable to Jeff’s municipal clients. Further, Jeff is involved in the community he lives and the communities he represents. Finally, Jeff frequently finds himself in the Paonia area, exploring the mountains with his wife and two children.

From a firm perspective, our philosophy is important to us and our clients. KNH is committed to providing the highest quality and most cost-effective legal services available to our clients. We pride ourselves on being a dynamic, client-focused organization recognized for excellence in the legal services field with a strong public service approach. We do this by creating value for our clients with innovative, consistent, and dependable counsel, by participating in our local communities, and by caring for our employees.

We believe that our highest calling in providing municipal representation is to empower elected officials to make good decisions that advance the goals of the community. KNH prides itself on working collaboratively with public entity staff to provide high-quality legal information that is understandable to elected officials and the public. Our attorneys work hard not to speak in “legalese” but to explain legal issues in practical terms with an emphasis on exploring options and long-range ramifications of decisions.

4. The Town is soliciting talent and expertise first and foremost. While cost to the Town is important, the selection will not be based solely on cost. Please detail and explain your required fees to perform the requested services.

KNH is committed to making its professional services available to local governments at reasonable rates and within the adopted budget. For work done by Jeff, his hourly rate would be \$225 per hour. The attached rate sheet details our attorney and paralegal rates. If preferred by the Town, KNH is also willing to discuss an appropriate monthly “flat fee” arrangement, which has been used with other municipal clients.

5. Provide your Martindale Hubbell rating and a biography.

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KNH is a Martindale Hubble AV-rated law firm. A Firm Resume and Jeff's biography are enclosed. Jeff's biography is also available at <https://www.mountainlawfirm.com/attorneys/jeffrey-j-conklin/>

6. Please provide a list of all attorneys in the firm who might provide services under this proposal and list any disciplinary proceedings against them.

As discussed above, Jeff Conklin would serve as the primary responsible Town Attorney; however, to allow our clients to benefit from decades of municipal legal experience, KNH takes a team approach to representing governmental clients and other KNH attorneys can assist on matters where they have particular skills. Depending on the task, certain research, review, and drafting work would also be performed by the most appropriate attorney or paralegal (with oversight by an attorney) to provide a particular expertise and the most cost-effective services possible. A Firm Resume is attached which provides more details on the attorneys in the firm and our practice areas of expertise. Because of the size of our firm and depth of our experience, an attorney at KNH will always be available to assist the Town at any time.

No formal disciplinary actions have been taken against any of KNH's current attorneys or paralegals.

7. Please disclose any potential conflicts of interest.

We represent clients throughout the Western Colorado, and thus, inevitably conflicts may arise. To our knowledge, however, we have no conflicts of interest with the Town.

8. Please provide a minimum of three client references.

We strongly encourage you to contact the following references:

Ryan Mahoney, Town Manager
 Town of Basalt
 101 Midland Avenue
 Basalt, CO 81621
 (970)987-7010
ryan.mahoney@basalt.net

Stuart McArthur, Town Manager
 Town of Parachute
 222 Grand Valley Way
 Parachute, CO 81635
 (970) 285-7630
stuartmc@parachutecolorado.com

Heather Dresser, Executive Director
 Starwood Metropolitan District
 121 Stewart Drive
 Aspen, CO 81611
 (970)925-8939
heather@starwood.org

Barbara Clifton, Esq., Mayor
 City of Rifle
 P.O. Box 1908
 Rifle, CO 81650
 (970) 625-2410
bclifton@rifleco.org

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- 9. If you propose to bill for services at an hourly rate or a monthly fee, provide the current hourly/monthly rate for each lawyer and for each employee of your firm who may work on Town matters. State specifically whether you will work on a fixed fee basis and, if so, how you propose that such a fee be determined. State specifically that if you are the successful candidate and if your fee will be based on hourly rates that you will not increase for Town matters before January 1, 2024**

Please see our response to #4 above. In addition, KNH will not increase these rates before January 1, 2024.

- 10. Please provide the name of your professional liability insurance carrier and the limits of your professional liability insurance.**

We take our professional obligations seriously, and obtain continuing legal education and ethics training each year, primarily courses offered through the Colorado Municipal League (with which we have a very close relationship). KNH lawyers have served on the courts' ethics boards and disciplinary committees, and are active in legal professional organizations dedicated to promoting high ethical standards and best practices. Our lawyers practice with integrity and professionalism and are responsive to their clients' needs. Communication is consistent and our clients are well-advised as to the status and strategies employed in their matters. As a result, no formal disciplinary actions have been taken against any of Karp Neu Hanlon's current attorneys or paralegals. Nevertheless, KNH maintains professional liability insurance through ALPS with a policy limit of \$4,000,000.00 for individual claims, or in aggregate.

- 11. Describe the support services you would receive from your firm if selected.**

As described in the response to #6 above, depending on the matter, it's possible that Jeff would consult with or bring in other attorneys in the firm to assist on a particular matter. This "team approach" allows the Town to benefit from the experience of the entire firm.

- 12. Specify availability and preferences for in person or remote attendance.**

It is our understanding that the Town's current Board of Trustees meeting schedule is the 2nd and 4th Tuesdays of each month, which unfortunately conflicts with the existing meeting schedule for a number of our municipal clients. If the Town is amenable, KNH would be interested in exploring an alternative regular meeting schedule, such as the 2nd and 4th Thursday of each month.

As a general matter, however, Jeff is available for in-person or remote attendance. We have found it possible to effectively participate in meetings remotely while the Board is in-person.

Thank you in advance for considering KNH as the Town's municipal attorneys. We would welcome the opportunity to discuss the services that KNH can offer to the Town in greater detail. Please feel free to contact me for additional information.

Very truly yours,

KARP NEU HANLON, P.C.



Jeffrey J. Conklin

JJC:jjc

Enclosures: Rate Sheet
Firm Resume
Jeff Conklin Biography

KARP NEU HANLON, P.C.			
2021-2022 HOURLY RATE CHART			
POSITION	NAME	INITIALS	HOURLY RATE
Partner	James S. Neu	JSN	\$225.00
Partner	Karl J. Hanlon	KJH	\$225.00
Partner	Michael J. Sawyer	MJS	\$225.00
Partner	James F. Fosnaught	JFF	\$225.00
Partner	Jeffrey J. Conklin	JJC	\$225.00
Partner	Aaron T. Berne	ATB	\$205.00
Partner	Shoshana Rosenthal	SR	\$205.00
Associate	Matthew L. Trinidad	MLT	\$205.00
Associate	Wilton E. Anderson	WEA	\$205.00
Associate	Richard Peterson-Cremer	RJP	\$215.00
Associate	Joely R. Denkinger	JRD	\$205.00
Associate	Danielle T. Skinner	DTS	\$185.00
Paralegals	Paralegals		\$140.00-\$125.00
Legal Assistants	Legal Assistants		\$125.00-\$115.00
EXPENSES			RATE
Mileage current IRS rate as it may be amended throughout the year			\$0.56 per mile (current IRS rate)
Photocopies			\$0.25 per copy
Facsimile Transmissions			\$1.00 per page
Color Photocopies			\$1.25 per copy
Computer Research outside of the Firm's Lexis Nexis Libraries			Actual cost of access time accumulated
OTHER EXPENSES ARE BILLED AT ACTUAL COSTS			

*The above rates are subject to change annually. All Accounts Due in 30 days.
Overdue Accounts will be Assessed 1.5% per month (18% A.P.R.).
In the event an action is required to collect payment, client agrees to pay
reasonable attorneys' fees and costs of collection.*

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Karp Neu Hanlon^{PC}

ATTORNEYS AT LAW

Firm Resume

Karp Neu Hanlon^{PC}

ATTORNEYS AT LAW

www.mountainlawfirm.com

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201 14th Street, Suite 200
P. O. Drawer 2030
Glenwood Springs, CO 81602

Aspen
323 W. Main Street
Suite 301
Aspen, CO 81611

Montrose
1544 Oxbow Drive
Suite 224
Montrose, CO 81402

Office: (970) 945-2261
Fax: (970) 945-7336
**Direct Mail to Glenwood Springs*

RESUME OF KARP NEU HANLON, P.C.

Karp Neu Hanlon, P.C. has many years of experience in water rights and water quality law, municipal and special district law, real estate law (including real estate development and land use), corporate and transactional law, estate planning, natural resources, and environmental law. Additionally, the firm has several seasoned litigators with experience in general civil litigation, with a particular emphasis on employment counseling and defense for businesses, commercial and appellate work. The firm is honored to have an A-V ranking (the highest ranking possible) by the Martindale-Hubbell Law Directory and is composed of twelve attorneys and three paralegals. The resume for each attorney in the firm is attached. Our representative clients include:

General Counsel:

- City of Glenwood Springs, Colorado
- City of Rifle, Colorado
- Town of Parachute, Colorado
- Town of Silt, Colorado
- Town of Collbran, Colorado
- Town of Minturn, Colorado
- Town of Silverthorne, Colorado
- Town of Basalt, Colorado
- Town of Parachute, Colorado
- Town of Red Cliff, Colorado
- Grand Junction Regional Airport Authority
- Garfield Clean Energy Collaborative
- Thompson Glen Ditch Company
- West Glenwood Springs Sanitation District
- Spring Valley Sanitation District
- Aspen Fire Protection District
- Garfield County Emergency Communications Authority
- San Miguel Authority for Regional Transportation
- Carbondale Arts
- Backbone Media

Special Counsel:

- Aspen Public Radio
- Aspen Skiing Company
- Colorado River Water Conservation District
- Dundee Real Estate USA, Inc. (Arapahoe Basin Ski Area)
- Solar Energy International
- Thunder River Theater Company
- Town of New Castle, Colorado
- Peak Uplink, Inc.
- Reese Henry & Company, Inc.
- ROFINTUG
- The Dixon Water Foundation
- The Discovery Foundation
- Bank of Colorado
- Mountain Valley Bank

KARP NEU HANLON, P.C.**JAMES S. NEU**

BORN: Fullerton, California - 1970

EDUCATION:

Northwestern School of Law at Lewis and Clark College (J.D., 1996)
University of Colorado at Boulder (B.A., Political Science, 1992)

PROFESSIONAL AFFILIATIONS:

Oregon Bar Association
Colorado Bar Association
Idaho Bar Association
Ninth Judicial District Bar Association

PROFESSIONAL EXPERIENCE:

Shareholder/Partner, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado February 2010-Present. *Areas of concentration:* Municipal, Special District, Real Estate and Land Use, and General Corporate Law

Shareholder/Partner, Leavenworth & Karp, P.C., Glenwood Springs, Colorado, 2003-January, 2010

Associate, Leavenworth & Karp, P.C., Glenwood Springs, Colorado, February 2000-2002.

Admitted to Idaho State Bar, 2000

Associate, Beattie & Chadwick, Glenwood Springs, Colorado, 1998-2000

Admitted to Colorado State Bar, 1998

Assistant Attorney General, Territory of Guam, Agana, Guam, 1996-1998

Admitted to Oregon State Bar, 1996

Research Assistant, Northwest Water Law and Policy Project, Portland, Oregon, 1995-1996

Intern, United Nations Environment Program, Nairobi, Kenya, 1994

HONORS AND AWARDS:

Northwestern School of Law at Lewis and Clark College - Certificate of Environmental and Natural Resource Law, 1996

Northwestern School of Law at Lewis and Clark College - Cornelius Honor Society, 1996

KARP NEU HANLON, P.C.**KARL J. HANLON**

BORN: Cheyenne, Wyoming - 1967

EDUCATION:

Northwestern School of Law at Lewis and Clark College (J.D. with Environmental Certificate, 1996)

University of Wyoming, Laramie, Wyoming (B.F.A., 1992)

PROFESSIONAL AFFILIATIONS:

Colorado State Bar, admitted 1996

U.S. District Court, District of Colorado, admitted 1997

U.S. Court of Appeals, Tenth Circuit, admitted 1997

Ninth Judicial District Bar Association

Colorado Bar Association

PROFESSIONAL EXPERIENCE:

Shareholder/Partner, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, February 2010-Present. *Areas of concentration:* Water, Real Estate and Land Use, Municipal, and Special District Law

Shareholder/Partner, Leavenworth & Karp, P.C., Glenwood Springs, Colorado, 2006-January, 2010.

City Attorney, City of Glenwood Springs, Glenwood Springs, Colorado, 2002-2006. *Areas of concentration:* legislation policy, litigation, water, utilities, personnel, municipal, special district, land use, general corporate, and real estate law

Assistant City Attorney, City of Glenwood Springs, Glenwood Springs, Colorado, 2000-2002. *Areas of concentration:* land use, water, utilities, personnel, municipal

Associate, Robert M. Noone, P.C., Glenwood Springs, Colorado, 1997-2000. *Areas of concentration:* Natural Resource, Environmental, Land Use and Real Estate, Business, and Water Law, permitting, transactions, and litigation

Associate, Delaney and Balcomb, P.C., Glenwood Springs, Colorado, 1996-1997. *Areas of concentration:* natural resource, environmental, mining, land use, real estate, water law, permitting, transactions, and litigation

KARP NEU HANLON, P.C.

MICHAEL J. SAWYER

BORN: Salt Lake City, Utah - 1972

EDUCATION:

University of California, Berkeley School of Law (Boalt Hall), (J.D., 2000), Environmental Law Certificate

Austrian National University of Natural Resources, Fulbright Scholar, (1996-97)

Utah State University, College of Natural Resources, (B.S., Forestry, 1996)

PROFESSIONAL AFFILIATIONS:

Colorado Bar Association (Member: Environmental, Real Estate and Water Law Sections)

Ninth Judicial District Bar Association, (Secretary 2005, Vice-President 2006, President 2007)

Admitted to the Colorado Bar, 2000

Admitted to the United States District Court, District of Colorado, 2002

PROFESSIONAL EXPERIENCE:

Shareholder/Partner, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado from February 2010-Present. *Areas of concentration:* municipal law, real estate law, water law, environmental law

Shareholder/Partner, Leavenworth & Karp, P.C., Glenwood Springs, Colorado from 2007-January 2010. *Associate* from 2002-2006.

Associate, Holland & Hart, LLP, Denver, Colorado, 2000-2002

Graduate Research Assistant for Professor Joseph Sax, Berkeley, California, August 1999-December 1999

Summer Legal Intern, U.S. Department of Agriculture, Office of the General Counsel Natural Resource Division, San Francisco, California, Summer 1998

Environmental Affairs Coordinator, Weber County Government, Ogden, Utah, 1993-1996

PRESENTATIONS AND PUBLICATIONS:

Presenter: CLE, Road Access Issues in Real Estate Development, May 2002

KARP NEU HANLON, P.C.**JAMES F. FOSNAUGHT**

BORN: Cheverly, Maryland - 1968

EDUCATION:

University of Denver College of Law (J.D. 1999)

University of Maryland (B.A. 1991)

PROFESSIONAL AFFILIATIONS:

Colorado Bar Association

Ninth Judicial District Bar Association

Colorado Trial Lawyers Association

Colorado State Bar, admitted 2000

U.S. District Court, District of Colorado, admitted 2001

PROFESSIONAL EXPERIENCE:

Shareholder/Partner, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, February 2010-

Present. *Areas of concentration:* Civil Litigation, Real Estate and Business Transactions

Shareholder/Partner, Leavenworth & Karp, P.C., Glenwood Springs, Colorado, 2007-January, 2010.

Shareholder, James F. Fosnaught, P.C., Glenwood Springs, Colorado, 2004-2007

Associate, Wright & Adger, LLP, Aspen, Colorado, 2000-2004

Graduate of the National Institute of Trial Advocacy, 2002 National Session

Intern, U.S. Environmental Protection Agency, Region VIII, Denver, Colorado, 1998

Law Clerk, Office of Code Enforcement, City Attorney, City and County of Denver, Denver, Colorado, 1997

PUBLICATIONS:

The City of Golden's Application for Surface Water Rights: A Kayak Course, Instream Flow, Dilution, or What? (Co-authored with Amy Beatie) 2 U.Denv. Water L. Rev. 273 (1999)

HONORS AND AWARDS:

Honorable Discharge, U.S. Navy, 1995

Articles Editor, University of Denver Water Law Review, 1998-1999

Golden Key National Honor Society, 1988

KARP NEU HANLON, P.C.**JEFFREY J. CONKLIN**

BORN: Cincinnati, Ohio - 1982

EDUCATION:

University of Denver, Sturm College of Law (J.D. 2008)
 University of Denver, Institute for Public Policy Studies (MPP, 2008)
 Wake Forest University (B.A. Political Science and Philosophy, 2004)

PROFESSIONAL AFFILIATIONS:

Colorado Bar Association
 Water Law Section of CBA
 Pitkin County Bar Association

PROFESSIONAL EXPERIENCE:

Shareholder/Partner, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, July 2014-
 Present
Areas of concentration: Real Estate, Land Use, Municipal Law, Water Law, and
 Litigation
Associate, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, February 2010-2014.
Associate, Leavenworth & Karp, P.C., Glenwood Springs, Colorado, 2009-January 2010.
Shareholder, Jeffrey J. Conklin, P.C., Aspen, Colorado, 2009-2009
Public Interest Practicum, Rocky Mountain Land Use Institute, Denver, Colorado 2008
Research Assistant, University of Denver Sturm College of Law, Denver, Colorado 2008
Law Clerk, Denver Water Board, Denver, Colorado, 2007
Law Clerk, Patrick, Miller & Kropf, P.C., Aspen, Colorado, 2007
Intern to Kemper Will, Urban Transitions LLC, Denver, Colorado, 2007

PROFESSIONAL AND COMMUNITY INVOLVEMENT:

Chair, Pitkin County Planning and Zoning Commission (2013- Present).
Board of Directors, Roaring Fork Conservancy, (2015-Present).
Roaring Fork Leadership, Class of 2018.
Commissioner, Town of Basalt, Planning and Zoning Commission (2012).
Vice-Chair, Roaring Fork Conservancy – River Stewards Steering Committee (2011 – 2015).
Member, Aspen Young Professional Association.
 Member, Pitkin County Bar Association and Colorado Bar Association.

KARP NEU HANLON, P.C.**MATTHEW L. TRINIDAD**

BORN: Colorado Springs, CO

EDUCATION:

Washington & Lee University School of Law (J.D. 2006)
University of Colorado (B.S., Economics, 2000)

PROFESSIONAL AFFILIATIONS:

Colorado Bar Association, 2006- Present
Ninth Judicial District Bar Association, President 2011-2012

PROFESSIONAL EXPERIENCE:

Associate, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, November 2012-Present
Associate, Kerst and Associates, P.C., Glenwood Springs, Colorado, 2011-2012
Associate, Garfield & Hecht, Glenwood Springs, Colorado, 2008-2011
Associate, Chorney & Millard, LLP, Denver, Colorado, 2007-2008

PRESENTATIONS AND PUBLICATIONS:

Rule 8.8 Non-Appearance Hearings in Probate Court, 37 Colo. Law. 45 (January 2008)
Public Trustee Foreclosures: Be Aware of What Remains, 40 Colo. Law. 9 (September 2011)
Annual Review of Colorado Law, Trust & Estates Section, Case Law Update (2011)
Annual Review of Colorado Law, Trust & Estates Section, Case Law Update (2010)
Trust & Estates Council Notes, Case Law Update 2008-2010
Faculty, 2009 Estate Planning Retreat, Case Law Update
Faculty, 2010 Estate Planning Retreat, Case Law Update

KARP NEU HANLON, P.C.**AARON T. BERNE**

BORN: Boulder, Colorado - 1984

EDUCATION:

Northwestern School of Law at Lewis and Clark College (J.D., 2014)
University of Colorado at Boulder (B.A., History, 2009)

PROFESSIONAL AFFILIATIONS:

Colorado State Bar, admitted 2016
Colorado Bar Association
Ninth Judicial District Bar Association

PROFESSIONAL EXPERIENCE:

Shareholder/Partner, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, January 2021-
Present
Associate, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, October 2016-2020. Areas
of concentration: Business Transactions, General Corporate Law, Real Estate, Estate Planning
Associate, Harris Berne Christensen LLP, Portland, Oregon, 2014 – 2016
Law Intern, FEI Company, Portland, Oregon, 2013-2014

HONORS AND AWARDS:

Northwestern School of Law at Lewis and Clark College - Certificate of Business Law, 2014

KARP NEU HANLON, P.C.**SHOSHANA ROSENTHAL**

BORN: Santa Monica, California - 1987

EDUCATION:

University of Colorado (J.D., 2015)
University of Pennsylvania (B.A., History and Art History)

PROFESSIONAL AFFILIATIONS:

Colorado State Bar, admitted 2015
U.S. District Court, District of Colorado, admitted 2017
Colorado Bar Association
Colorado Women's Bar Association
Colorado Business Committee for the Arts
Colorado Attorney's for the Arts

PROFESSIONAL EXPERIENCE:

Shareholder/Partner, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, January 2021-
Present
Associate, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, September 2017-2020.
Areas of concentration: Civil Litigation, Business, Local Government
Fox Rothschild LLP, Denver, Colorado, Summer 2014, 2015-2017.
Areas of concentration: Civil and Intellectual Property Litigation
Attorney General of Colorado, Revenue and Utilities Department, Spring 2014.
Honorable Michael J. Vallejos, Second Judicial District Court, Fall 2013.
UCLA Hammer Museum, Legal Affairs, Summer 2013.

PUBLICATIONS:

A Critique of the Reasonable Observer: Why Fair Use Fails to Protect Appropriation Art,
Colorado Technology Journal, Vol. 13.2

KARP NEU HANLON, P.C.**RICHARD J. PETERSON-CREMER**

BORN: Washington, D.C. - 1982

EDUCATION:

University of Colorado Law School (J.D. 2016)
Colorado College (B.A. Political Science, 2005)

PROFESSIONAL AFFILIATIONS:

Colorado Bar Association

PROFESSIONAL EXPERIENCE:

Associate, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, July 2018-Present.
Areas of concentration: Municipal, Land Use, Environmental.
Attorney, Kaplan Kirsch & Rockwell, LLP, Denver, Colorado, 2017-2018.
Areas of concentration: Environmental, Transportation, Local Government, Real Estate.
Fellow, Denver City Attorney's Office – Airport Legal Services, 2016-2017.
Law Clerk, Kaplan Kirsch & Rockwell, LLP, 2015-2016.
Intern, Environmental Protection Agency, Mobile Source Enforcement Branch, 2014.
Legislative Director, Southern Utah Wilderness Alliance, Salt Lake City, Utah &
Washington, D.C., 2007-2013.

PRESENTATIONS:

R.S. 2477 and Western Public Lands, Guest Lecturer at Colorado Law, Spring 2017.
Supreme Court Year in Review, 2014 & 2015 Terms, CLE Presentation, 2015 and 2016.
Rothgerber Teaching Fellow, Legislation and Regulation, Colorado Law, Fall 2014.

KARP NEU HANLON, P.C.**WILTON ANDERSON****EDUCATION:**

John Marshall Law School (J.D. 2009), Chicago, Illinois
 University of Colorado (B.A. English, 2004), Boulder, Colorado

PROFESSIONAL EXPERIENCE:

Associate, Karp Neu Hanlon, P.C., Glenwood Springs, CO (2018–Present).
 Associate, Richmond Sprouse, LLC, Frisco, CO (2012-2018).
 Associate, The Law Firm of Bruce A. Danford, Broomfield, CO (2010-2012).
 Legal Intern, Illinois Department of Financial and Professional Regulation – Division of
 Banking, Chicago, IL (2008-2009).
 Law Clerk, Leff & Cohen, LTD., Chicago, IL (2007-2008).
 Legal Intern, U.S. Department of Housing and Urban Development, Chicago, IL (2007).

BAR ADMISSIONS:

Colorado, 2010
 Illinois, 2010
 U.S. District Court, District of Colorado, 2010

PROFESSIONAL AFFILIATIONS:

Colorado Bar Association
 Continental Divide Bar Association
 Community Association Institute

Originally from southern Wisconsin, Wilton ventured to Boulder for his undergraduate degree before returning to the Midwest to attend law school at the John Marshall Law School in Chicago. He and his wife Alyssa headed west soon after graduation and lived in Frisco for 7 years in before moving to Glenwood Springs with their son, Oliver, in 2018.

Wilton's practice focuses on real estate, homeowners' associations, trust and estate planning, probate, business, municipal law matters, and related litigation. He previously practiced with Richmond Sprouse, LLC, a Summit County, Colorado firm with a focus on all areas of real estate.

Wilton spends his free time skiing, mountain biking, fly-fishing, hiking and otherwise enjoying everything that life in Roaring Fork Valley has to offer.

KARP NEU HANLON, P.C.**DANIELLE T. SKINNER**

BORN: Fort Worth, Texas – 1989

EDUCATION:

Loyola New Orleans College of Law (J.D. 2018)
Texas Tech University (B.A., Art History, 2011)

PROFESSIONAL AFFILIATIONS:

Colorado Bar Association
Water Law Section of CBA
Real Estate Section of CBA

PROFESSIONAL EXPERIENCE:

Associate, Karp Neu Hanlon, P.C., Glenwood Springs, Colorado, September 2019 – Present.

Areas of concentration: Water, Real Estate, Municipal, Business.

Factor & Campbell, Fort Worth, Texas, Summer 2017.

Honorable Madeleine M. Landrieu, Fourth Circuit Court of Appeal for the State of Louisiana, New Orleans, Louisiana Spring Semester 2017.

Honorable Regina Bartholomew-Woods, Civil District Court for the Parish of Orleans, New Orleans, Louisiana, Fall Semester 2016.

Northshore Public Defender's Office, 22nd Judicial District, Covington, Louisiana, Summer 2016.

Jeff grew up in Cincinnati, Ohio and went on to attend Wake Forest University in Winston-Salem, North Carolina for his undergraduate studies. Upon graduating with a degree in Political Science and Philosophy in 2004, Jeff moved west to attend the University of Denver and received his J.D. and Master's of Public Policy (MPP) in 2008. Soon after, Jeff moved to the Roaring Fork Valley to begin his legal career, where his practice continues to focus on land use, real estate, homeowners associations, business, municipal, and water law matters, as well as related litigation. Jeff strives to provide value-added, solution-oriented counsel to his clients. Throughout his career, Jeff has been actively involved in the community, including chairing Pitkin County Planning & Zoning Commission and serving on the Board of Directors of the Roaring Fork Conservancy. Jeff lives with his family in Basalt, where he enjoys exploring the Colorado mountains, playing guitar, and recreational sports.

EDUCATION:

- University of Denver, Sturm College of Law (J.D. 2008).
- University of Denver, Institute of Public Policy Studies (M.P.P. 2008).
- Wake Forest University (B.A. 2004).

PROFESSIONAL EXPERIENCE:

- Partner/Shareholder, Karp Neu Hanlon, P.C., Glenwood Springs and Aspen, CO (2014 – Present).
- Associate, Karp Neu Hanlon, P.C./Leavenworth & Karp, P.C., Glenwood Springs, CO (2009-2014).
- Sole-Shareholder, Jeffrey J. Conklin, P.C., Aspen, CO (2008-2009).
- Law Clerk, Denver Water Board, Denver, CO (2007).
- Law Clerk, Patrick, Miller & Kropf, P.C., Aspen, CO (2007).
- Intern, Rocky Mountain Land Use Institute, Denver CO (2008).
- Intern, Urban Transitions, LLC, Denver, CO (2007).

PROFESSIONAL AND COMMUNITY INVOLVEMENT:

- Chair, Pitkin County Planning and Zoning Commission (2013-2019).
- Board of Directors, Roaring Fork Conservancy, (2015-Present).
- Roaring Fork Leadership, Class of 2018.
- Commissioner, Town of Basalt, Planning and Zoning Commission (2012).
- Vice-Chair, Roaring Fork Conservancy – River Stewards Steering Committee (2011 – 2015).
- Member, Aspen Young Professional Association.
- Member, Pitkin County Bar Association and Colorado Bar Association.

BAR ADMISSIONS:

- Colorado (2008).
- U.S. District Court, District of Colorado (2009).

COMMUNITY LEADERSHIP:

- Presenter, Community Office of Resource Efficiency, Rain Barrel Workshop, June 5, 2017.
- Moderator, Roaring Fork Conservancy, "East Meets West: Colorado's Water Future," September 11, 2012.
- Presenter, Roaring Fork Watershed Collaborative, "Impact of the CRCA on the Roaring Fork River," July 12, 2012.
- Presenter, Colorado River Conservation District – State of the River Meeting, "Instream Flow Leases," May 10, 2012.
- University of Denver, Water Law Review, Volume 10, Issue 1 and Issue 2; Volume 11, Issue 1 and Issue 2.
- Western Water Law & Policy Reporter Vol. 11, No. 9 and No. 10



Jeffrey J. Conklin

PRACTICE AREAS

- [Real Estate Law & Transactions](#)
- [Land Use](#)
- [Water](#)
- [Litigation and Appeals](#)
- [Community Association Law](#)
- [Municipal and Special District](#)
- [Business](#)

CONTACT JEFF

[Email](#)

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AGENDA SUMMARY FORM

	<p>Executive Session For the purpose of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and/or instructing negotiators, under C.R.S. Section 24-6-402(4)(e); Interview of Legal Counsel – Karp.Neu.Hanlon</p>
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Summary:

Notes:

Possible Motions:
Motion by: _____ 2nd: _____ vote: _____

Vote:	Trustee Bear	Trustee Budinger	Trustee Johnson
Trustee Knutson	Trustee Meck	Trustee Pattison	Mayor Bachran

AGENDA SUMMARY FORM

	Adjournment
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Summary:

Notes:

Possible Motions:
Motion by: _____ 2nd: _____ vote: _____

Vote:	Trustee Budinger	Trustee Johnson	Trustee Knutson
Trustee Meck	Trustee Smith	Trustee Thompson	Mayor Bachran