



TOWN BOARD WORK SESSION

November 24, 2025 - 5:30 PM

Town Board Chambers, 301 Walnut Street, Windsor, CO 80550

To view Town Board meeting broadcasts, visit
www.windsorgov.com/MeetingsOnDemand.

AGENDA

GOAL of this Work Session is to have the Town Board receive information on topics of Town business from the Town Manager, Town Attorney and Town staff in order to exchange ideas and opinions regarding these topics.

Members of the Public in attendance are asked to be recognized by the Mayor before participating in any discussions of the Town Board

WORK SESSION AGENDA ITEMS

1. Hauler Licensing Discussion - E. Lucas, Deputy Town Manager
2. Chimney Park Lighting Discussion - E. Lucas, Deputy Town Manager
3. Future Meetings Agenda

The Town of Windsor will make reasonable accommodations for access to Town services, programs, and activities and will make special communication arrangements for persons with disabilities. Please call (970) 674-2400 by noon on the Thursday prior to the meeting to make arrangements.



MEMORANDUM

Date: November 24, 2025
To: Mayor and Town Board
From: Eric Lucas, Deputy Town Manager
Re: Hauler Licensing Discussion - E. Lucas, Deputy Town Manager
Item #: 1.

Background / Discussion:

In 2024, the Town Board had several discussions regarding the topic of hauler licensing. The Board requested staff work with a group called Eco-cyle and TASP which were divisions of the Front Range Waste Diversion group, to develop a hauler license policy for adoption consideration. Shortly thereafter, the State of Colorado paused all grant-funded efforts regarding waste diversion as they reorganized the effort into what became known as C3 (Colorado Circular Communities Enterprise).

Staff met with the Board in March 2025 to provide an update and ask if the Board wanted staff to proceed towards development of a hauler licensing program. The Board indicated that staff should proceed. Since that time, staff applied and received what is called a light touch program that provided 50 hours of time from the C3 staff and associated consultants. They worked to develop the following deliverables:

- Deliverable #1- Conduct interviews with a minimum of five waste haulers operating in Windsor to gather insights on their operations and experiences with waste hauling regulations in neighboring communities (if applicable).
 - Work conducted by RRS, 15 consulting hours anticipated
- Deliverable #2 – Compile best practices for hauler licensing programs. STEPS will conduct research on similarly sized and geographically located communities that have implemented waste hauler licensing.
 - Work conducted by RRS, 25 consulting hours anticipated
- Deliverable #3 - Conduct a presentation to Council on the findings from the hauler engagement and the best practices for waste hauler licensing.
 - Work conducted by RRS, 10 hours

At the work session, their team will present their findings (see attached PowerPoint) along with recommended next steps if the Board is inclined to proceed.

Financial Impact:

None at this time

Relationship to Strategic Plan:

Recommendation:

This presentation is for information only. Provide any feedback and at a later date, determine if the Board would like staff to seek additional assistance from the C3 group in 2026 to develop a proposed hauler licensing policy.

CC:

Attachments:

1. Windsor Hauler Interviews Summary
2. Windsor Hauler Licensing Presentation
3. Windsor Best Practices for Hauler Licensing

TO: Eric Lucas, Town of Windsor
FROM: STEPS Project Team
DATE: 10/10/2025
SUBJECT: Summary of Hauler Interviews

Hauler Interviews

Background

As part of the Town of Windsor’s evaluation of introducing hauler licensing, STEPS conducted interviews with five local haulers: Mountain High Disposal, Mountain West Disposal, Ram Waste Services, Republic Services, and WM (previously Waste Management). Mountain West Disposal and Ram Waste Services are sister companies under Waste Connections, and a single interview was held with representatives for both. These conversations provide valuable insight into the current waste management landscape, hauler capacity and interest in hauler licensing, and perspectives on data collection and reporting. This memo summarizes the findings and offers initial considerations in developing a hauler license for Windsor. Interviews held are shown in Table 1.

TABLE 1: WASTE HAULERS INTERVIEWED

Hauler	Date of Interview
Mountain High Disposal	09/10/2025
Mountain West Disposal	10/10/2025
Ram Waste Services	10/10/2025
Republic Services	09/11/2025
WM	09/11/2025

Key Takeaways

Overall, haulers expressed strong interest in hauler licensing and shared similar sentiments on the feasibility of certain reporting requirements and service expectations. Key findings include:

- All haulers, and in particular smaller ones, support hauler licensing if it is applied fairly and universally across all providers. Licensing creates a level playing field and aligns participants toward shared objectives.
- All haulers provide solid waste and recycling collection services, although organics collection, including yard waste and/or food waste collection, is limited.
- Most haulers take material to Larimer County's Landfill and Material Recovery Facility (MRF), with the exception of WM and Republic Services, which take materials to their owned and operated facilities.
- All haulers service single-family, multi-family, and commercial customers, and all but one offer varied trash cart sizes for their customers.
- Haulers can provide data on total customer accounts within Windsor, total trucks operating in Windsor, and facility destinations and tonnages.
- Most haulers have contamination monitoring programs in place, but contamination rates remain challenging to track and would require additional coordination with facilities.
- Providing tonnage data by customer sector in Windsor is challenging, since most haulers' trucks serving Windsor collect from nearby communities and from residential and commercial accounts. However, most haulers noted that estimates could be made based on total accounts.
- Haulers consider their proprietary data sensitive and will not provide customer information or service cost details that could affect their competitiveness in the market.
- The most frequently mentioned contamination issue is bagged recyclables. MRF sorters cannot open these bags due to safety concerns, and therefore, the entire bag is sent to landfills.
- Haulers would like to see stronger collaboration between the private and public sectors, particularly in increasing awareness, demand, and education on recycling and sorting practices.
- Haulers share that customer distrust in recycling can be a significant barrier to participation. They believe transparency through weight tickets and municipal education where their recyclables are taken to could help address these concerns.

Individual Hauler Interview Overviews

Mountain High Disposal

Mountain High Disposal is a local, family-owned trash, recycling, and yard waste collection company serving the Northern Front Range. The company provides trash and recycling services to all Windsor residents in the open market, excluding homeowner's associations (HOAs). Trash collection is available in 35-, 65-, and 95-gallon containers at varying prices, while recycling is offered at a single, standard rate for 65- or 95-gallon containers. Trash is collected weekly, and recycling is collected bi-weekly. Collected materials are taken to the Larimer County landfill and material recovery facility. Although Mountain High Disposal does not currently offer organics collection, the company is open to expanding services if there is resident demand. Customers receive educational materials online and "Do's and Don'ts" guidance in their welcome packets.

Representatives note that while many customers are interested in recycling, some are skeptical about its effectiveness due to local and national reports on low recycling rates and end markets. Financial barriers to recycling are also a concern, but Mountain High Disposal is excited for the rollout of Extended Producer Responsibility (EPR) programs in the state that will subsidize costs.

Common contaminants in recycling include plastic bags, full bottled containers, Styrofoam, car parts, and occasional organics, likely resulting from confusion about organics acceptance.

Mountain High Disposal is a strong proponent of an open marketplace and hauler licensing, but suggests refraining from market control or pricing regulations. The company supports measures that ensure a level playing field. Representatives indicate that providing operational data is feasible and emphasize their commitment to reliable service and well-maintained trucks.



FIGURE 1: MOUNTAIN HIGH DISPOSAL
INFORMATIONAL GRAPHIC

SOURCE:

[MOUNTAINHIGHDISPOSAL.COM/RECYCLING/](https://mountainhighdisposal.com/recycling/)

Mountain West Disposal and Ram Waste Services

Mountain West Disposal and Ram Waste Services are two locally operated haulers serving the Northern Front Range. Both are sister companies under Waste Connections, with Ram Waste's services focused on the residential sector and Mountain West's on roll-off and commercial dumpster bins. They provide trash, recycling, and yard waste collection services to residential customers in standard 95-gallon size carts. Collected materials are taken to the Larimer County Landfill and Material Recovery Facility (MRF), WM North Weld Landfill, or Ewing Landscape Materials.

Common contaminants include styrofoam and soiled pizza boxes in recycling containers as well as yard waste in trash containers. Encouraging improved waste sorting by customers through education and outreach is believed to be an important strategy to help increase recycling and decrease contamination. Educational flyers are distributed annually and occasionally included in customer invoices.

Mountain West and Ram Waste support hauler licensing, provided that proprietary information or specific data are not required. They can provide the number of customer accounts, total trucks in operation, and tonnage data by facility destination within Windsor. They can also provide estimated trash, recycling, and yard waste tonnages from Windsor, although their routes often include nearby communities and both residential and commercial customers. They recommend against precise waste generation data from specific sources, since this is difficult to calculate accurately.

Republic Services

Republic Services is a national hauler, offering residential and commercial solid waste, recycling, and composting services. The company operates several landfills, MRFs, and transfer stations in Colorado. Republic Services provides trash, recycling, and yard waste collection services, with trash collection available in 35-, 65-, and 95-gallon containers and yard waste and recycling offered at 65- or 95-gallon containers. Volume-based pricing is generally not made available for their open-market customers. Republic Services has many educational resources available, including

quarterly newsletters, collection calendars, a website, and yard trimming guides. Additionally, they have worked with the Windsor Chamber of Commerce to provide outreach flyers.

The most common contaminants found in their recycling include auto parts (do to a misconception that all metal items are recyclable), garden hoses, bagged recyclables, grocery plastic bags, and food and yard waste. Republic Services believes people opt out of recycling due to confusion, especially when haulers accept different materials. Colorado's Extended Producer Responsibility (EPR) program should address this by creating a standard list of materials to be collected. Additionally, there is concern that recycling is not actually going to a material recovery facility (MRF), but rather a landfill, and data reporting and sharing with the public can alleviate this concern.



FIGURE 2: REPUBLIC SERVICES ADDRESSING PIZZA BOXES AND RECYCLING MYTHS ON THEIR RECYCLING101 WEBPAGE
SOURCE:
[REPUBLICSERVICES.COM/RESIDENTS/RECYCLING-AND-SOLID-WASTE/RECYCLING-EDUCATION](https://republicservices.com/residents/recycling-and-solid-waste/recycling-education)

Republic is a strong proponent for hauler licensing and has extensive experience with reporting through other communities in Colorado. Republic Services is able to provide data on total customers, operating trucks, and destination and tonnages to facilities. Additionally, they currently have services to support contamination monitoring through cart-tagging and potential AI technology on trucks to come. They advise against requesting too much proprietary information, such as customer data. They recommend that continued conversations and collaborations be held between the Town of Windsor and haulers, as haulers are the subject-matter experts on solid waste management.

WM

WM is a national waste hauler offering trash collection, recycling pickup, and dumpster rental. They operate multiple landfills and MRFs in Colorado, including the North Weld Landfill in Ault and the Denver Arapahoe Disposal Site (DADS) landfill in Aurora. Additionally, WM is currently developing a MRF in Denver with a targeted completion date in 2026. They provides trash, recycling, bulk items, and construction and demolition collection services to single-family, multi-family, and commercial business customers in Windsor. Trash is taken to the North Weld Landfill, and recyclables are taken to the WM Sprinkling Street MRF. Yard waste from other communities is taken to the DADS Landfill, which houses a composting facility. 96-, 64-, and 32-gallon containers are provided for trash, and 96- containers for recycling. Volume-based pricing for the open market is not currently available.

Bagged recyclables are the greatest contaminant found in the recycling stream. WM's educational materials include Recycle Right, a sorting infographic provided with customer bills. Greater education is provided to customers whose municipality contracts for single-hauler services with WM.

WM supports hauler licensing, provided it is applied consistently and properly enforced. They can supply Windsor-specific information, including total customer accounts, number of trucks in operation, and material destinations and tonnages, with contamination rates available as estimates. WM already follows comprehensive safety protocols and views hauler licensing as a way to ensure all haulers meet similar standards. Their main concerns involve the fairness and structure of penalties, as well as protecting proprietary information, such as individual customer data. They also noted that highly specific data, such as contamination and customer group tonnage reports, is harder and costlier to collect and report.

Windsor Hauler Licensing Assessment

November 24, 2025



STEPS
Strategic Technical
Expertise for the
Public Sector



Strategic Technical Expertise for the Public Sector



The Colorado Circular Communities (C3) Enterprise is a statewide program that provides financial and technical assistance to enhance circularity across the state and helps communities achieve their waste diversion and aversion goals.



The Town of Windsor was selected to receive no-cost consulting from C3's Strategic Technical Expertise for the Public Sector (STEPS) program.



Resource Recycling Systems (RRS) is working with Windsor on developing best practices and considerations for implementing a Hauler Licensing program.

Project Overview





Hauler Licensing

- Requires commercial entities providing waste hauling services to obtain a license through the local governing body to operate.
- Must meet certain requirements and standards set by the municipality, such as proof of insurance, tonnage reporting, and certain services to all their customers.

Hauler Licensing Considerations

Benefits	Challenges
• Identifies and creates relationships with all haulers • Creates a level playing field for haulers • Promotes transparency, trust, and accountability in collection and processing • Ensures haulers are properly insured to protect residents • Supports equitable, community-wide diversion efforts • Enables data reporting to guide future goals and policies • Supports municipal contract hauler ordinance	• Requires staff time for administration and enforcement • Involves application, approval, and licensing fees for haulers • Limits haulers that fail to meet service or safety standards • May raise business costs to comply

Key Findings of Hauler Interviews



All haulers support licensing if applied fairly and universally



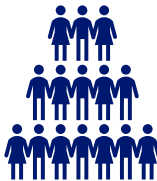
Distrust in recycling is seen as a barrier to participation, but can be addressed through greater transparency and education



All haulers offer recycling collection services, but yard waste and food waste collection are more limited



Haulers can provide standard data metrics, except for exact tonnages generated by Windsor's residents



Most haulers provide customers with education on their programs and proper sorting



Further collaboration between haulers and the Town is needed to improve sorting practices

Best Practice: Reporting Considerations

Contact
Information

Certificate of
Liability Insurance

Vehicle Inventory

Services Provided

Total Service Accounts

Tons of Trash, Recycling, &
Organics Collected

Name of Destination
Facilities and Weight
Tipping Receipts

(Optional) Education and
Outreach Strategy

(Optional) Description
of Pricing System

Best Practice: Recycling Services

- Starting in 2026, Colorado's **Producer Responsibility Program for Statewide Recycling Action** (House Bill 22-1355) will subsidize recycling costs, eliminating resident fees.
- Best practice is to require all haulers to offer recycling services to residential customers, and then provide bundled recycling services with trash once the EPR program is rolled out.



Best Practice: Volume-Based Pricing

- Volume-based pricing or Pay-As-You-Throw (PAYT), charges residents for solid waste collection based on the volume of waste they generate.
- Town should continue discussions with haulers and peer communities about a PAYT system and consider implementing it as a requirement in the future.



Additional Best Practices



Ongoing
Engagement



Nominal License
Fees



Compliance
Mechanisms



Labeled Carts



Hours of
Operation



Dedicated Staff
and Support



Education and
Supportive
Resources



Collaboration
with Peer
Communities

Recommended Next Steps

- Draft hauler licensing ordinance, following Board approval to move forward.
- Create resources to support compliance and delivery.
- Explore pursuing a follow-up C3 STEPS project.



Thank You!

Colorado Circular Communities

jeigirdas@recycle.com • coloradocircularcommunities.org



TO: Eric Lucas, Deputy City Manager

FROM: RRS

DATE: 11/7/2025

SUBJECT: Hauler Licensing Best Practices for the Town of Windsor

The Strategic Technical Expertise for the Public Sector (STEPS) project team was tasked with developing best practices on hauler licensing programs for the Town of Windsor. The project team conducted interviews with five waste haulers operating in Windsor¹, including Mountain West Disposal, Mountain High Disposal, Waste Connections, WM, Ram Waste Systems, and Republic Services, to gather insight on their operations and experiences with waste hauling regulations in neighboring communities. Utilizing these key findings and additional research on similarly sized and geographically located communities, including the City of Greeley, City of Fort Collins, City of Loveland, and Larimer County, that have implemented waste hauler licensing, the project team developed the following recommendations for hauler licensing for the Town of Windsor.

Background

Colorado Revised Statutes (C.R.S.) § 30-15-401 grants local governments the authority to adopt ordinances, regulations, and codes, or to issue permits related to waste collection services. A hauler licensing ordinance establishes a framework for regulating and monitoring solid waste collection services within a municipality. Ordinance requirements vary based on local priorities and the regional capacity of solid waste haulers and facilities. Certain provisions should always be included, such as insurance and service quality standards, data collection and reporting, and equitable access to services, to create a level playing field and ensure haulers are compliant with safety regulations. Information gathered through hauler licensing can help municipalities understand current waste collection systems and trends, improve customer service and service delivery, identify areas where waste diversion can be improved, and establish achievable data-

¹ The STEPS project team identified a new hauler, Step-Up Disposal, after completing interviews. Multiple attempts to contact the service provider through phone and email were made to set up an interview, but the team received no response.

driven goals, programs, and legislation to support broader sustainability initiatives. Key benefits and challenges to hauler licensing are presented in Table 1.

Table 1: Key Benefits and Challenges to Hauler Licensing

Benefits	Challenges
- Creates a level playing field for all haulers to abide by the same rules. - Promotes transparency in hauler practices, creating trust and accountability in their collection and processing. - Enables the municipality to hold haulers accountable for illicit discharges and other damages to municipal infrastructure. - Protects residents by ensuring all haulers are properly insured. - Can be leveraged to increase diversion and ensure equitable services are offered communitywide.	- Requires staff time for administration and enforcement. - Requires hauler time to apply for, obtain, and pay for a license or registration. - Depending on licensing requirements, it can increase the costs of doing business for haulers, some of which may be passed on to consumers. However, the State’s Producer Responsibility program will begin to cover the cost of recycling collection for residents. The program is expected to roll out to residents across the state in phases in 2026.

The following tailored best practices are to guide the Town of Windsor in drafting, implementing, and managing a hauler licensing ordinance and program. It is recommended that the program require baseline reporting of total customer accounts and tonnage, as well as the provision of recycling services to all residential customers. Volume-based pricing, in which customers are charged based on the amount of waste they generate, should be optionally considered following further review. Peer community examples are provided throughout this memo, and the Town should continue to engage with these municipalities to gather additional insights and adopt common practices.

Best Practices

Applicable Entities

Waste haulers, or those subject to a hauler licensing ordinance and program, are generally defined as entities that collect, transport, or dispose of waste for a fee on a regular or periodic basis. This includes haulers providing trash, recycling, and/or organics (including yard trimmings and food scraps) collection services to single-family residences, multifamily properties, and commercial businesses. This definition excludes construction and demolition contractors engaged directly in construction or excavation activities, as well as for-hire junk haulers.

A hauler licensing ordinance should explicitly state those exempt from requirements. Common language used by municipalities across Colorado, including by [Larimer County](#) and the [City of Loveland](#), is that all haulers are required to obtain a license, with the exception of:

- A Civic, community, benevolent, or charitable nonprofit organization that collects, transports, and markets materials for resource recovery solely for the purpose of raising funds for a civic, benevolent, or charitable activity;
- A person who transports waste or recyclable materials produced by such person;
- A property owner or agent thereof who transports waste or recyclable materials left by a tenant upon such owner's property, so long as such property owner does not provide waste collection service for compensation for tenants on a regular or continuing basis;
- A demolition or construction contractor or landscaper who produces and transports waste in the course of such occupation, where the waste produced is merely incidental to the particular demolition or construction work being performed by such person.



Ongoing Stakeholder Engagement

Five local solid waste haulers (Mountain High Disposal, Mountain West Disposal, Ram Waste Services, Republic Services, and WM) were interviewed by the STEPS project team to understand the services they provide, the data they track, and how licensing components may impact them. Their responses, provided as a separate summary to this memo, have been incorporated into the best practices.

All haulers, and in particular smaller ones, interviewed support hauler licensing if it is applied fairly and universally across all providers. However, they did express that they would like to see stronger collaboration between the private and public sectors. Therefore, haulers should continue to be engaged in the hauler licensing ordinance and program development process to ensure concerns, needs, and potential impacts are understood, reaffirm that components are practical, and facilitate understanding of requirements. Establishing a working line of communication and a relationship with haulers will support the success of the program.

Elected officials' support will be critical to passing a hauler licensing ordinance. Consider hosting study sessions and ongoing discussions with the Town board to recognize and address their concerns, such as potential impacts on service costs and administrative burden. Clearly communicate the key benefits of hauler licensing, including equitable residential services, improved hauler safety, and support for sustainability practices. Concerns over excluding haulers can be addressed by emphasizing that hauler licensing sets baseline requirements to ensure a level playing field and by maintaining ongoing engagement with them throughout the process.

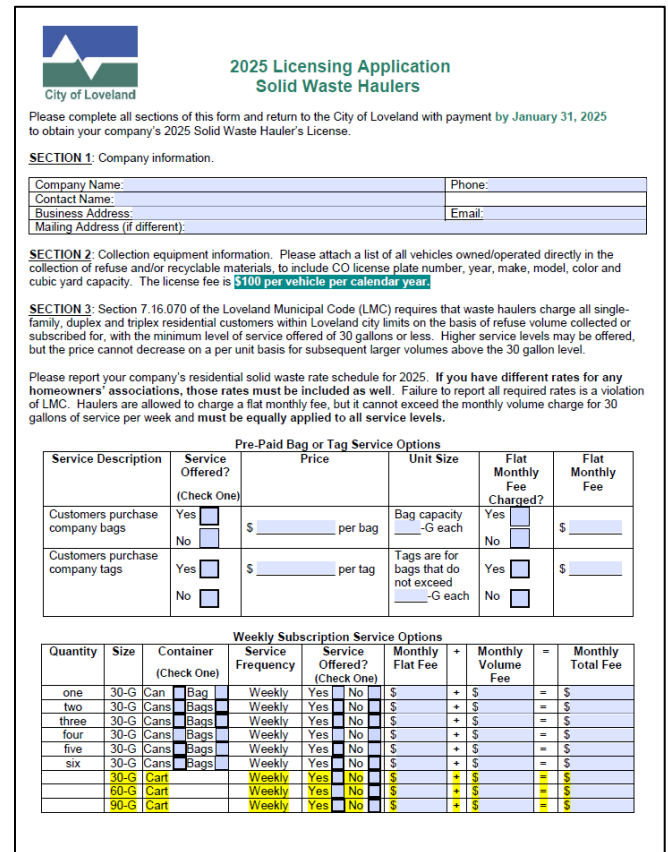
Application

The license application should serve as the Town's primary tool for developing a formal line of communication, establishing a baseline understanding of the operations of waste haulers, and confirming that the initial criteria of the program are met.

It is recommended that the application be available year-round, with a submission deadline of November 30th to receive a license for the following year. An application form provided as a PDF or a standard online form, depending on available Town software, should be hosted on a dedicated, easily accessible webpage.

The application should require the following:

- **Applicant name, contact information, and principal business and mailing address** so that the Town can develop a line of communication with the hauler.
- **Services provided**, such as trash, recycling, and/or organics services and for single-family residential, multifamily residential, and/or commercial sectors.
- **Vehicle inventory**, including make, year, color, Colorado Department of Transportation inspection ID, cubic yard capacity, license plate, and weight. This ensures all trucks meet state regulations and limits non-licensed haulers' vehicles from operating in the Town.
- **Certificate of liability insurance**, including commercial general liability and vehicle liability, to assure financial security in the case of accidents.
- **License fee**, to cover a nominal portion of the administrative costs of the program. This is discussed in detail in a subsequent section.
- **(Optional) Description of pricing system**, including a plan describing the structure and operation of the waste collection services. This is discussed in detail in a subsequent section.
- **(Optional) Education and outreach strategy**, such as a plan to provide annual flyers or quarterly mailers focused on contamination reduction and general participation in recycling and diversion activities. This is discussed in detail in a subsequent section.



**2025 Licensing Application
Solid Waste Haulers**

Please complete all sections of this form and return to the City of Loveland with payment by January 31, 2025 to obtain your company's 2025 Solid Waste Hauler's License.

SECTION 1: Company information.

Company Name:	Phone:
Contact Name:	
Business Address:	Email:
Mailing Address (if different):	

SECTION 2: Collection equipment information. Please attach a list of all vehicles owned/operated directly in the collection of refuse and/or recyclable materials, to include CO license plate number, year, make, model, color and cubic yard capacity. The license fee is **\$100 per vehicle per calendar year.**

SECTION 3: Section 7.16.070 of the Loveland Municipal Code (LMC) requires that waste haulers charge all single-family, duplex and triplex residential customers within Loveland city limits on the basis of refuse volume collected or subscribed for, with the minimum level of service offered of 30 gallons or less. Higher service levels may be offered, but the price cannot decrease on a per unit basis for subsequent larger volumes above the 30 gallon level.

Please report your company's residential solid waste rate schedule for 2025. If you have different rates for any homeowners' associations, those rates must be included as well. Failure to report all required rates is a violation of LMC. Haulers are allowed to charge a flat monthly fee, but it cannot exceed the monthly volume charge for 30 gallons of service per week and must be equally applied to all service levels.

Pre-Paid Bag or Tag Service Options

Service Description	Service Offered? (Check One)	Price	Unit Size	Flat Monthly Fee Charged?	Flat Monthly Fee
Customers purchase company bags	Yes ☐ No ☐	\$ _____ per bag	Bag capacity _____-G each	Yes ☐ No ☐	\$ _____
Customers purchase company tags	Yes ☐ No ☐	\$ _____ per tag	Tags are for bags that do not exceed _____-G each	Yes ☐ No ☐	\$ _____

Weekly Subscription Service Options

Quantity	Size	Container (Check One)	Service Frequency	Service Offered? (Check One)	Monthly Flat Fee	+	Monthly Volume Fee	=	Monthly Total Fee
one	30-G	Can	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____
two	30-G	Cans	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____
three	30-G	Cans	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____
four	30-G	Cans	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____
five	30-G	Cans	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____
six	30-G	Cans	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____
	30-G	Cart	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____
	60-G	Cart	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____
	90-G	Cart	Weekly	Yes ☐ No ☐	\$ _____	+	\$ _____	=	\$ _____

Figure 1: Sample Hauler License Application, Sourced by The City Of Loveland

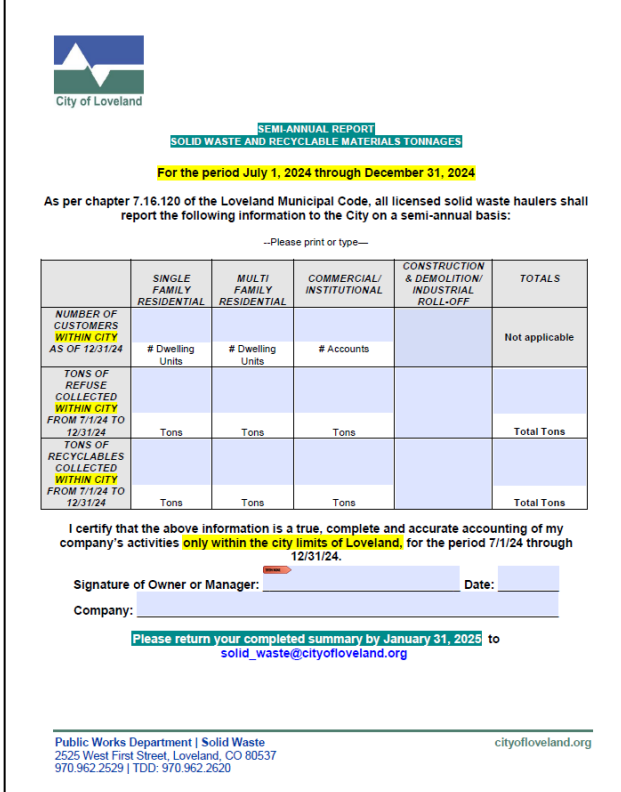
A self-certification form, similar to that used by [Larimer County](#), can be included in the application to ensure haulers acknowledge all program requirements and understand the consequences of non-compliance. The Town should review additional applications from the [City of Fort Collins](#), the [City of Loveland](#), and the [City of Lafayette](#) to identify and adopt applicable elements.

Data Collection and Reporting

Licensing should require consistent and verifiable data reporting. Many communities require haulers to submit reports either biannually or annually. Either option is effective, and the Town should choose a frequency that works best with their administrative capacity. Communities use a range of reporting methods, including third-party tracking systems such as Re-TRAC by the [County of Boulder](#). If an online submission platform is not readily available, a simple Excel or fillable PDF form, similar to that used by the [City of Loveland](#), is recommended.

The feasibility and capacity to provide certain data were discussed during interviews with haulers. It is recommended that reporting include the following:

- **Total service accounts**, such as the number of single-family, multifamily, and commercial customers, and any other customer categories, served. This should be further broken down by individuals subscribed to trash, recycling, and organics (yard trimmings and/or food scraps) collection services, as applicable.
- **Tons of trash, recycling, and/or organics collected by customer category**, to help the Town understand current waste practices by sector and guide the development of strategies that align with broader waste diversion goals. It should be noted that haulers shared during interviews that they cannot provide exact metrics, since their collection routes generally



City of Loveland

SEMI-ANNUAL REPORT
SOLID WASTE AND RECYCLABLE MATERIALS TONNAGES

For the period July 1, 2024 through December 31, 2024

As per chapter 7.16.120 of the Loveland Municipal Code, all licensed solid waste haulers shall report the following information to the City on a semi-annual basis:

—Please print or type—

	SINGLE FAMILY RESIDENTIAL	MULTI FAMILY RESIDENTIAL	COMMERCIAL/ INSTITUTIONAL	CONSTRUCTION & DEMOLITION/ INDUSTRIAL ROLL-OFF	TOTALS
NUMBER OF CUSTOMERS WITHIN CITY AS OF 12/31/24	# Dwelling Units	# Dwelling Units	# Accounts		Not applicable
TONS OF REFUSE COLLECTED WITHIN CITY FROM 7/1/24 TO 12/31/24	Tons	Tons	Tons		Total Tons
TONS OF RECYCLABLES COLLECTED WITHIN CITY FROM 7/1/24 TO 12/31/24	Tons	Tons	Tons		Total Tons

I certify that the above information is a true, complete and accurate accounting of my company's activities **only within the city limits of Loveland**, for the period 7/1/24 through 12/31/24.

Signature of Owner or Manager: _____ Date: _____

Company: _____

Please return your completed summary by January 31, 2025 to solid_waste@cityofloveland.org

Public Works Department | Solid Waste
2525 West First Street, Loveland, CO 80537
970.962.2529 | TDD: 970.962.2620

cityofloveland.org

Figure 2: Sample Hauler License Report, Sourced by The City Of Loveland

include neighboring communities to Windsor. However, reasonable estimates can be provided.

- **Name of destination facilities and weight tipping fees and receipts**, to confirm trash, recycling, and organics are taken to the appropriate facilities and processed as intended.
- **(Optional) Rate schedules**, including those offered to individual customers and groups, and that show a pricing scheme. This is discussed in detail in a subsequent section.
- **(Optional) Education and outreach activities**, such as flyers, brochures, events, and other resources and efforts made by the hauler to educate customers on programs and the sorting of waste. This is discussed in detail in a subsequent section.

It is important to note that haulers operate as private businesses in a competitive open market and may be reluctant to share information that could affect their competitiveness, such as customer addresses or contact details. The Town should refrain from requesting this and other proprietary information, unless the Town Attorney can confirm that the information won't be subject to the Colorado Open Records Act (CORA).



Hauler Licensing in Action

The City of Fort Collins and the City of Loveland both require semi-annual reporting. The [City of Loveland's tonnage report](#) collects data on the total number of customers, as well as tons of refuse and recyclables broken down by sector (single-family, multifamily, commercial/industrial, and construction & demolition). In contrast, the [City of Greeley](#) requires annual reporting, which includes additional information such as average rate schedules by customer category, collection frequency, descriptions of systems used to verify charges for volumes exceeding customer subscriptions, the number and addresses of customers in each category, tonnage for solid waste, recycling, food scraps, and yard trimmings, and documentation of all rejected loads. Haulers indicated pushback to providing the addresses of customers, but the City of Greeley's attorney confirmed that this information would not be accessible through CORA.

License Fees

Fees can be set to help cover administrative costs in managing the ordinance. It is recommended to include a nominal fee to cover partial costs, such as reviewing applications, issuing licenses, and maintaining updated information on the program webpage.

These fees generally take the form of a single annual application fee or a per-vehicle fee, collected with the hauler license application. Both approaches are commonly used by neighboring communities and recommended for the Town, depending on their preference. However, the project team advises against setting high fees, as this could create financial barriers for smaller haulers, or setting the fee amount in the ordinance, as this can restrict future adjustments.

Hauler Licensing in Action

The [City of Loveland](#) and the [City of Fort Collins](#) both charge a license fee of \$100 per vehicle per calendar year, while [Boulder County](#) charges \$50 for up to three vehicles and \$10 for each additional vehicle. [Larimer County](#) assesses a flat annual fee of \$35 per company; however, it should be noted that this fee was established by their ordinance in 1991 and has not been updated since.

Recycling and Composting

The State's Extended Producer Responsibility (EPR) program, established through the [Producer Responsibility Program for Statewide Recycling Act](#) (House Bill 22-1355), will cover recycling collection and processing costs for haulers, therefore removing direct service fees for residents. Haulers operating in the open market are expected to be able to respond to a Request for Reimbursement (RFR) and enter service agreements with the State's designated Producer Responsibility Organization, CAA Colorado, beginning in 2026.

It is recommended that the Town require all haulers to offer recycling services to residential customers and optionally consider mandating that all residential customers be provided curbside recycling service as part of their trash collection once the EPR program is rolled out, a concept commonly referred to as universal recycling. This inclusion in the waste hauler licensing ordinance ensures that all residents will have uniform and equitable access to recycling and helps maximize the diversion of recyclable materials from the waste stream.

To best prepare for reimbursement, the Town should monitor updates from the [State of Colorado](#) and [CAA Colorado](#). Haulers will need to meet specific requirements to be eligible for reimbursement service agreements, including labor and worker safety standards, convenient and equitable recycling access, and environmentally sound practices. These criteria are expected to be announced closer to program launch and should be shared with licensed haulers to ensure they are ready to comply.

All haulers interviewed currently offer recycling services to their residential customers; therefore, this requirement would not be burdensome. Furthermore, the [City of Fort Collins](#) and [Larimer County](#) have both implemented requirements for offering recycling in their hauler licensing programs successfully.



Recycling services should be required to be provided by haulers at a minimum every two weeks, as recyclables can make up a significant portion of the waste stream. Alternatively, common ordinance language often specifies collection “at a frequency necessary to prevent overflow of containers.” Additionally, a provision should be included prohibiting haulers from commingling designated recyclable materials with trash or disposing of recyclables as trash, except in cases where contamination exceeds a value at the discrepancy of the hauler (generally 10%).

A materials recovery list, or record of items mandated to be accepted as part of recycling collection, should be included and aligned with the state’s EPR program once it is released.

Curbside organics collection and the composting of yard waste and food scraps are gaining broader adoption statewide and nationally. However, municipal-wide organics collection services are still developing in the Northern Front Range, and peer communities currently do not require haulers to offer these services to residents. It is therefore recommended that the Town reconsider this policy in the future, once greater capacity to support organics recycling services is established. However, nothing in the ordinance should restrict haulers from providing organics collection services, including yard waste and food scraps.

Hauler Licensing in Action

[Larimer County](#) requires licensed haulers to make recycling services available to all customers within the Fort Collins and Loveland Urban Growth Areas. The [City of Loveland](#) does not mandate that haulers provide recycling services; however, if recycling is offered, the materials must be sent to a recycling facility. The [City of Fort Collins](#) requires haulers to provide recycling services at no additional charge to customers who receive solid waste collection, and has launched a [pilot partnership with Compost Queen](#) to expand food waste recycling access across the City.

Volume-Based Pricing

Volume-based pricing, also known as Pay-As-You-Throw (PAYT), charges residents for solid waste collection based on the volume of waste they generate. This system promotes fairness by allowing residents to select their service level, therefore enabling households that produce less landfill waste to pay lower fees than those that create more. Additionally, volume-based pricing is proven to increase the amount of material recycled and decrease the amount of materials sent to landfill, having helped municipalities [double or triple their recycling rates](#).

Under a volume-based pricing system, haulers typically provide 32-, 64-, and 96-gallon carts, with fees increasing for larger containers. Rates must not decrease on a per-unit basis for higher service levels, and recycling containers and collection services are generally included at no additional cost.



Windsor should optionally consider adopting a volume-based pricing provision within their hauler licensing ordinance. PAYT has gained steady support in the Front Range and has been implemented in the [City of Fort Collins](#) in 1996 and the [City of Loveland](#) in 2020. All but one hauler interviewed stated that they currently offer trash collection services in multiple container sizes, but the remaining hauler can provide different cart options if needed. It should be noted, however, that haulers have expressed some hesitation with this requirement. It is recommended that the Town continue discussions with haulers and peer communities about a PAYT system and consider implementing the requirement in a future phase once licensing has been established.

Haulers should be required to provide average rate schedules in the reports to allow the Town to understand the pricing structure and ensure residents are charged fairly and consistently. It should be emphasized that requiring this reporting or mandating volume-based pricing does not set or establish rates, a concern expressed by several haulers. Instead, it promotes a system that encourages recycling and equitable service.

Hauler Licensing in Action

The [City of Loveland](#) requires that haulers charge all residential customers using a volume-based rate structure. Haulers may also assess an additional flat monthly fee to cover fixed operational costs. They must provide a rate schedule to customers and submit copies to the City with their application and annual reports. Similarly, the [City of Fort Collins](#) mandates volume-based rates, specifying that the cost for larger containers must be at least 100% of the base container rate. Since introducing PAYT in 1996, Fort Collins has seen its waste diversion rates increase from 17% to 51% by 2016. [Larimer County](#) explicitly states in its ordinance that nothing in the language establishes the rates charged by licensed haulers. Rates are determined solely at the discretion of the hauler, provided they offer a reasonable economic incentive for waste reduction and accurately reflect the actual waste generated by customers.

Compliance

To ensure compliance with the hauler licensing program, the Town should implement systems to monitor participation. For example, hauler trucks could be required to display Town-issued stickers or carry copies of their licenses. Information provided by haulers in their reporting should also be verified, such as cross-checking tonnage collection against weight tickets for quality assurance. This may be done periodically or as a random audit to reduce administrative burden.

Consistent enforcement mechanisms applied uniformly to all licensed haulers should be implemented for cases of noncompliance, such as warnings, fines, and license suspension. These should align with existing Town processes for noncompliance. Additionally, the Town may want to optionally consider a reporting system for residents to report unlicensed haulers or submit complaints, which can be as simple as sending emails to the individual overseeing the program or an online form.

Hauler Licensing in Action

Larimer County requires haulers to display identification on their vehicles, and violations of their ordinance may result in a fine of \$300, up to 90 days in County jail, or both. The City and County of Broomfield allows residents to submit complaints via email or in writing, and complaints are considered during the hauler's license renewal process.

Carts

It is recommended that all material be collected from wheeled carts with lids to improve collection efficiency and reduce litter. All interviewed haulers currently collect materials using carts. Haulers should be responsible for providing and maintaining carts for their customers. The Town may also optionally consider requiring that containers display the company's logo, an infographic of accepted materials, and standardized cart colors across material streams. This approach supports enforcement by allowing the Town to identify licensed haulers as well as increasing public education by clearly stating proper recycling practices.



Figure 3: Labeled & Color-Schemed Carts, Sourced by Mountain High Disposal

Hauler Licensing in Action

The [City and County of Denver](#) mandates that containers display the hauler's company logo for clear identification.

Education & Supportive Resources

Create resources to help all stakeholders, including haulers and residents, easily participate in the hauler licensing program. A dedicated webpage should be established to house all program resources and provide key information, including the application, reporting templates, and a directory of licensed haulers for residents to easily contact and set up services. Educational materials tailored to haulers should also be included, such as step-by-step instructions, flyers, and webinars, to clearly communicate expectations and provide guidance.

Ongoing education and outreach efforts will help residents improve their recycling habits and the municipality meet greater diversion targets. Addressing contamination and improving recycling rates should be a collaborative effort with haulers.

While many haulers currently provide outreach and educational materials to customers when service begins, the Town may optionally consider making it a program requirement that haulers share educational materials with all customers to promote understanding of services, including pricing scheme and recycling programs. These materials may include annual or quarterly mailers focused on program guidelines, contamination reduction, and general participation in recycling and diversion activities, as well as online recycling directories and mobile applications. Additionally,



Figure 4: Recycle Guideline Flyer, Sourced by The City Of Fort Collins

while not all haulers interviewed currently have contamination monitoring programs in place, the Town may optionally consider requiring haulers to report on the programs and strategies they use to identify and address contamination.

Interviews with haulers indicated that bagged recyclables remain a common contaminant and that distrust in recycling can be a barrier to participation. To address these concerns, the Town should develop outreach and education materials, such as “how-to-recycle” infographics, and display aggregate hauler tonnage data on the Town’s webpage. Transparent reporting promotes accountability and builds community trust by demonstrating that recyclables and organics are being properly processed rather than sent to landfills.

Hauler Licensing in Action

The [County of Boulder](#) has a dedicated webpage detailing the license application and renewal process, with attachments including the passed ordinance, reporting instructions, and contact information. As part of their requirements, haulers in [Adams County](#) are required to mail an educational flyer annually to their customers on their services.

Dedicated Staff and Support

Critical to the success of a hauler licensing program is to have dedicated and knowledgeable staff to oversee applications, verify insurance and service requirements, manage data, provide support to both haulers and the community, and perform other administrative tasks. This individual should be well-versed in the Town’s current waste management policies and practices and readily accessible by haulers to facilitate easy communication.

The individual should additionally be responsible for internal staff training, such as for Public Works, Finance, Code Enforcement, and Sustainability staff. A meeting to review requirements and processes will help ensure the smooth administration of applications, financial processes, and compliance monitoring.

Support for Municipal Contracted Services

If the Town were to consider implementing a municipally contracted hauler program, also known as a single hauler, a hauler licensing ordinance would serve as a strong foundation and first step. The requirements established through a hauler license ensure that residents who opt out of the

contracted program still have access to comparable and reliable services. Additionally, the data collected through the licensing program could help inform the design of the contracted hauler program and build community support for its adoption.



MEMORANDUM

Date: November 24, 2025
To: Mayor and Town Board
From: Eric Lucas, Deputy Town Manager
Re: Chimney Park Lighting Discussion - E. Lucas, Deputy Town Manager
Item #: 2.

Background / Discussion:

On September 15, 2025, as part of the 2026 Budget process, staff recommended that the Town Board consider adding sports lighting on the 3 baseball fields located within Chimney Park. This request is a result of several factors including the following:

- The Town does not own any lighted sports fields.
- We have lost access to Future Legends due to safety concerns stemming from the lack of maintenance.
- Growth of the community is resulting in an increased need for field space.

As part of the discussion on the 15th, we mentioned the need to reach out to the neighborhood to hear any concerns they may have if we installed lights on the baseball fields. On October 8, 2025, staff held a public meeting (13 residents attended), where we presented the need and benefits of adding sports lighting, as well as the known impacts that included light pollution and increased programming which creates additional noise and traffic in the park/neighborhood. Additionally, we had our representative from Musco lighting present to discuss their patented system that directs nearly 100% of the light onto the field and eliminates light pollution. During the presentation, he informed everyone that we could have a 3rd party inspect the lights and achieve a dark sky designation because the lighting technology is that good. Staff and the consultant answered questions throughout the evening and stayed later to discuss everyone's thoughts and concerns.

At the work session, staff will review the attached PowerPoint, which is a condensed version of the one shown at the public meeting with feedback heard during that meeting. Additionally, staff will be providing an update on concerns heard from the public regarding the park that are unrelated to the light's discussion. Lastly, I should mention that we put door hangers on the neighborhood homes inviting them to attend the work session to hear the presentation and provide any additional feedback as needed. As of this memo, I did receive one written comment and that is also included in the packet.

Financial Impact:

If approved in the 2026 budget, the lights will be funded from the Park & Trail Impact Fees in the amount of \$1,050,000.

Relationship to Strategic Plan:

Addresses Strategic Growth and Vital Infrastructure

Recommendation:

Staff is recommending that we proceed with lighting the three fields at Chimney Park under the following conditions mentioned by the neighborhood during the meeting:

- Achieve Dark Sky Certification

- Have lights on a timer nightly so they go off shortly after programming ends.
- Programs using lights end at 9pm at Chimney Park.
- No adult sports use with lights.
- Automatic Gate lock

CC:

Attachments:

1. Chimney Park Lights Resident Email
2. Enhancing Chimney Park TB WKS 11.24.25

Chimney Park Lights Open House

From Laura Hiebenthal <laura.hiebenthal@gmail.com>

Date Mon 10/6/2025 6:15 PM

To Eric Lucas <elucas@windsorgov.com>

You don't often get email from laura.hiebenthal@gmail.com. [Learn why this is important](#)

Caution: **External Email**

Hi Eric,

Thank you for the invitation to the Chimney Park Lights Open House on Wednesday. I don't think I will be able to make it, but I wanted a chance to express my concern.

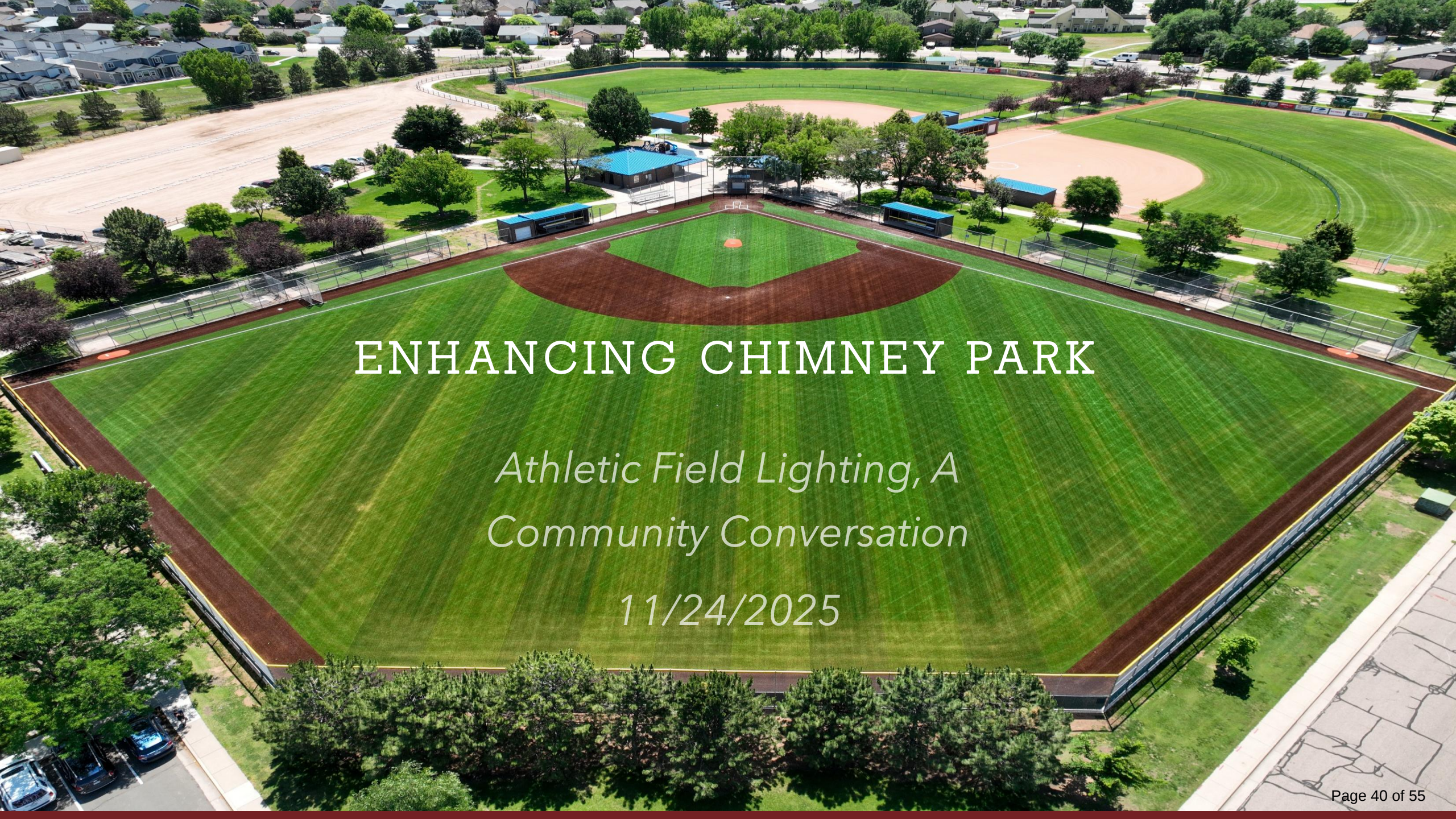
I live in the Chimney Park Townhomes, so as I am writing this, I am staring out my window at the ball fields. I am looking directly into one of the dugouts. Generally I enjoy the sounds of softball and baseball coming from the field. However, before I purchased this townhome when it was being built, one thing I checked was whether or not the fields had lights. I was pleased to discover that they did not, knowing that games would need to wrap up by sun down. If lights are added, I have definite concerns about those lights and the additional noise late at night coming right into my living space.

As a teacher in Windsor who sees student athletes, I also question if we need our kids to be playing games later than they already do. Maybe the summer is a bit different from the school year, but I worry about my students when they tell me how early/late/long their practices and games go. It seems to me that sun down is a natural and sensible limits on the fields. Let's let kids go home at a decent hour, even in the summer. And let's consider the adults who might be trying to go to sleep at 9 or 10 p.m. because they have to work the next day.

I have no idea what is happening with the Diamond Valley baseball fields and the confusing situation with the Future Legends complex. I thought at one point Windsor (the town) had a few fields over there and that they were used frequently and maintained well. I went to a few games over there several years ago. Now when I go by, I see one field that is being used and the others in disrepair (that's what I can see from a quick glance from a moving car, so I realize I might not see it all). And that one field that gets used--I can see those lights from my bedroom window. But those lights are far enough away that they are not bothersome nor do I hear any noise from those games. I would encourage the town to do anything it can to work with that area--if games need to go into the night with lights, use that area of town (or any other) that is not residential.

Thanks for listening!

Laura Hiebenthal
210 E. Chestnut #3
Windsor, CO 80550

An aerial photograph of a baseball field at Chimney Park. The field is a vibrant green with a large brown infield. The bases are marked with white. The outfield is lined with a chain-link fence. Several blue-roofed dugouts are visible along the first and third base lines. The field is surrounded by lush green trees and a residential neighborhood with houses and streets is visible in the background.

ENHANCING CHIMNEY PARK

*Athletic Field Lighting, A
Community Conversation*

11/24/2025

NEED FOR ADDING SPORTS LIGHTING



CURRENT LIMITATIONS OF UNLIT FIELDS



Windsor Owns No Lighted Sports Fields

- Loss of Future Legends
- Weld Re-4 Partnership
- Severance Partnership

Daylight Restrictions

Unlit sports fields can only be used during daylight hours, significantly restricting practice and game times for teams.

Limited Game Opportunities

The absence of lighting means fewer available games.

Impact on Players

Players face challenges in finding suitable times to play, potentially affecting their development and team cohesion.



INCREASING DEMAND FOR EVENING GAMES AND PRACTICES

Fall Sports Significantly Impacted by Shorter Days

Enhanced Safety for Players & Spectators

Better visibility leads to a reduction in accidents, enhancing the overall experience for players and spectators alike.

Rising Interest in Field Sports

Population growth and increasing interest in field sports are leading to a higher demand for flexible scheduling options.

Evening Scheduling Benefits

Scheduling games and practices in the evenings can better accommodate working families and their busy lifestyles.

BENEFITS OF ADDING LIGHTING



EXTENDED PLAYING HOURS AND INCREASED FIELD USAGE

Longer Playing Hours

The installation of sports lighting extends playing hours, enabling fields to be used after dark for more activities.

Increased Game Opportunities

With extended hours, more games can be scheduled, catering to larger groups and enhancing community engagement.

Maximized Facility Investment

By increasing field usage, the investment in park facilities is maximized, leading to better returns for the community.

ENHANCED SAFETY FOR PLAYERS AND SPECTATORS



Importance of Proper Lighting

Proper lighting on the field significantly improves visibility, which is crucial for player safety during games.

Safety for Spectators

Enhanced lighting not only aids players but also allows spectators to enjoy games safely without straining their eyes.

Reduction in Accidents

Better visibility leads to a reduction in accidents, enhancing the overall experience for players and spectators alike.

ADDRESSING CONCERNS: LIGHT POLLUTION



TOWN CODE LIGHTING RELATED

- Only 1 area in Town under International Dark Night Sky Rules
 - No Glare / Glow
 - CAC Area: Commercial Activity Area (I-25)
- All other areas lights must be downcast / not obtrusive
- Edwin from Musco – Discuss Technology in Sports Field Lighting

ADDRESSING CONCERNS: INCREASED PROGRAMMING

2025 USAGE W/O LIGHTS

Practices

- Spring – Weekdays (4:00 p.m. – 7:00 p.m.)
- Summer, Weekdays (4:00 p.m. – 8:30 p.m.)
- Fall, Weekdays (4:00 p.m. – 7:00 p.m.)

Games

- Spring – Weekdays (4:00 p.m. – 6:30 p.m.)
- Summer - Weekdays (5:00 p.m. – 8:30 p.m.)
- Fall – Weekdays (5:00 p.m. – 6:30 p.m.)

Tournaments

- Spring – Weekends (9:00 a.m. – 5:00 p.m.)
- Summer – Weekends (8:00 a.m. – 8:00 p.m.)
- Fall – Weekends (9:00 a.m. – 5:00 p.m.)

2026 USAGE W LIGHTS

Practices

- Spring – Weekdays (4:00 p.m. – 8:30 p.m.)
- Summer, Weekdays (4:00 p.m. – 9:00 p.m.)
- Fall, Weekdays (4:00 p.m. – 8:30 p.m.)

Games

- Spring – Weekdays (4:00 p.m. – 8:30 p.m.)
- Summer - Weekdays (5:00 p.m. – 8:30 p.m.)
- Fall – Weekdays (5:00 p.m. – 8:30 p.m.)

Tournaments

- Spring – Weekends (9:00 a.m. – 8:30pm)
- Summer – Weekends (8:00 a.m. – 9:00 p.m.)
- Fall – Weekends (9:00 a.m. – 8:30 p.m.)

SUMMARY OF PROGRAMMING IMPACTS

- 100 -125 additional programming opportunities

Spring & Fall Weekdays.....Adds 1.5 hrs

Spring & Fall Weekends.....Adds 3.5hrs

Summer Weekdays.....No Change

Summer Weekends.....Adds 30 min

- Parking Lot Lights on Timer (Not on All Night)

PUBLIC MEETING FEEDBACK

CONCERNS RELATED TO LIGHTS

- Lights for games & practices only?
- When will lights turn off?
- Will adult sports be played here?
- How quickly can lights be adjusted if there is an issue?
- Can Town put lights/field back at cemetery?

OTHER CONCERNS

- Can you reduce the dust from the parking lot?
- Can you have the parking lot close at nights (gate)?
- Can you do traffic calming at the parking entrance?
- Game noise (amplified sound).

RECOMMENDATION FROM STAFF

- Proceed with install of lights on three fields at Chimney Park and Parking Lot Lights in the eastern lot.
 - Achieve Dark Sky Certification on the 3 fields proposed to be lighted.
 - Implement Policy ending all programming at 9pm on lighted fields.
 - No Adult Sports Programming on the lighted fields
 - Have lights on a timer to ensure they go off shortly after the end of programming.
 - Staff works to provide solutions to resident concerns around (dust, traffic calming at parking lot entrance and locking gate after programming ends).

QUESTIONS





FUTURE TOWN BOARD MEETINGS

December 1, 2025	Annual Board Appreciation Dinner
December 8, 2025 5:30 p.m.	Town Board Work Session Board/Manager/Attorney Monthly Meeting New Hire – Meet the Board Outside Agency Funding Land Use Code Updates
December 8, 2025 7:00 p.m.	Town Board Regular Meeting
December 15, 2025 5:30 p.m.	Canceled
December 22, 2025	Canceled
December 22, 2025 7:00 p.m.	Canceled
December 29, 2025	Canceled – 5 th Monday
January 5, 2026	Canceled – 1 st Monday
January 12, 2026 5:30 p.m.	Town Board Work Session Board/Manager/Attorney Monthly Meeting Fire District Impact Fees Open Space Charter Amendment Discussion
January 12, 2026 6:45 p.m.	Kern Board Meeting
January 12, 2026 7:00 p.m.	Town Board Regular Meeting
January 19, 2026	Canceled – MLK Holiday
January 26, 2026 5:30 p.m.	Town Board Work Session New Hire – Meet the Board Proposed IGA/MOU with Clearview Library
January 26, 2026 7:00 p.m.	Town Board Regular Meeting

Future Work Session Topics

- Wildfire Resiliency Code presentation – 2026
- Colorado's 150 celebration discussion
- Backyard Chicken Ordinance Discussion
- WDA Review and Evaluation – 2nd Quarter (April or May)
- Camping Ban
- October 19th meeting – light agenda (ICMA 2026)