



NOXIOUS WEED ADVISORY BOARD
REGULAR MEETING
THURSDAY, APRIL 23, 2026 - 4:30PM

Location of Meeting: Sheriff's Annex 1110 Summit St., Norwood, Colorado 81423

Zoom Protocol

Join Zoom Meeting

[https://us06web.zoom.us/j/86234931624?
pwd=fEMrVbu4PcbDx0TNirBIFuuk33Dr8P.1](https://us06web.zoom.us/j/86234931624?pwd=fEMrVbu4PcbDx0TNirBIFuuk33Dr8P.1)

Meeting ID: 862 3493 1624

Passcode: 025195

One tap mobile

1. +17193594580,,86234931624#,,,,*025195# US
2. +12532158782,,86234931624#,,,,*025195# US (Tacoma)
3. **Call to Order**
4. **Approval of Meeting Minutes**
 - a Approval of Minutes 3/27/2025
 - b Approval of Minutes 10/20/2025
5. **Updates from Staff**
 - a Synopsis and Update for Summer 2026 from Vegetation Control & Management. Forest Service Agreement, Noxious Weed Agreements, Cost Share Program
6. **Administrative Matters**
 - a Discussion of new Bylaws for CWAB
 - b Grant funds discussion...how to appropriate the funds to landowners.
 - c Should the grant funds cover SMC VC&M?
 - d Code of Conduct
7. **New Business/ Other Matters**
 - a Vacant seat for Chair of the CWAB, discussion of who might fill role, Susanne Cheavens has expressed interest.
8. **Adjournment**

NOTE: This agenda is subject to change, including the addition of items up to 24 hours in advance or the deletion of items at any time. All times are approximate. This meeting is considered a San Miguel County Committee Meeting.

If special accommodations are necessary per ADA, contact 970-728-3174, via email bocc@sanmiguelcountyco.gov prior to the meeting.

San Miguel County Weed Board Meeting

10/20/2025

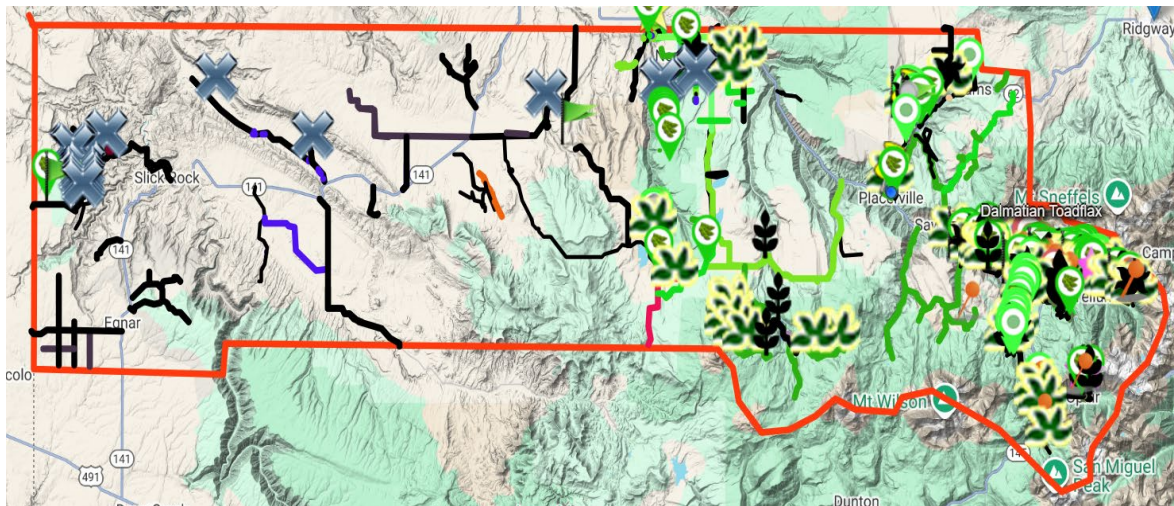
Meeting Minutes

Attendance

CWAB Members Present: Nancy Willis, Absent: John Humphries,
Sheila Grother, Jim Fitzmorris, Susanne Cheavens
Staff: Julie Kolb, Greg Polio, and Josh Hansen

1. Call to Order
By chairperson Nancy Willis at 4:12 pm
2. Approval of Minutes
Minutes not approved due to no quorum for December 12, 2024
3. Presentation Julie Kolb 2025 Highlights

Vegetation Management Highlights for 2025



Department Success:

In 2024 Vegetation Management and Control managed all county areas including Parks and Recreation Trails, the Town of Telluride, the Telluride Airport, RSI areas, United Gravel, USFS, Town of Mountain Village, Lone Cone Library, Matterhorn Mill, SMPA solar array, Telluride Gravel and the Town of Ophir.

Vegetation Control and Management acquired grant money from America the Beautiful funding to treat Tamarisk in the west end. The money will pay for the Conservation Core's treatments for 2 weeks.

The ATB work is scheduled to start September 23. The images below show the area which will be treated before Tamarisk removal. Roughly six linear miles of Tamarisk are within the area to be

treated.







Diamond Ridge



2022 Picture



2025 Picture taken from different angle.

USFS Beaver Park Applications

Picture 1 Site 2 Before Treatments in 2025



Picture 2 Site 2 (Opposite Side of Road) after first treatment which only included twenty feet off roadway.

Parks and Open Space Update

In 2022 Dalmatian Toadflax was found on Remine Creek Recreation Trail and treated. It was not found in 2023, or 2024. However, it was found again in 2025.

Update:

VC&M has also made progress in treating **county gravel pits**, which along with roadside management are the biggest sources for noxious weed invasions.

Norwood Pit, Also United Gravel Pit: Hoary Cress SMC United Gravel Hoary Cress Canada Thistle, Spotted Knapweed. The Zadra pit has had Musk thistle invasions, and the department was unable to get access to spray this pit in 2025. The Klondike pit has no weeds on the CDA lists, only the "weedy type of agricultural weeds," but VC&M manages these weeds, so they are not spread throughout the county. Pathfinder pit has (isolated) pockets of weeds which the department is managing. Weeds here include Oxeye Daisy, Musk Thistle, Yellow Toadflax and Canada Thistle. Large sections of the Pathfinder pit have no weeds. A new pit was added in 2025 in the USFS Beaver Park Area. As per the agreement VC&M managed the area for weeds before any significant work was done by Road and Bridge

The Fairgrounds in 2023 and 2024 started to show a decrease in the presence of Kochia. Per the 2024 amendments in the Vegetation Management Plan, Kochia (an unlisted weed) is managed only on a case-by-case basis. Due to the public use at the Fairgrounds Kochia is managed there. Kochia is well known for having a strong resistance to herbicides. VC&M continued a pre-emergent in 2025 and it continues to show much success.

Disappointment Valley Update

Vegetation Control and Management released bio-controls in the area, in 2024 and is monitoring the progress of the beetles.

Update: VC&M has returned to the beetle release areas since 2024. I have been unable to locate the beetles, nor have I seen a defoliation of more than 10 percent.

I am unsure if one of these reasons is the cause.

- **Recovery between events:** After an initial defoliation, a tamarisk can re-foliate and recover during the same growing season. In these cases, the annual reduction in growth is limited.
- **"Boom and bust" cycles:** High beetle populations can cause widespread defoliation of large areas. The following year, beetle numbers crash due to a lack of food, and the area is temporarily abandoned before recolonization occurs.

The effectiveness of the beetles can be influenced by:

- **Climate:** Local temperature and climate affect how many generations of beetles can occur in a season. The first species introduced, *Diorhabda carinulata*, was not originally expected to spread into the southern U.S., but it adapted to the warmer climate.
- **Local conditions:** Soil microbe composition, streamflow patterns, and groundwater salinity can all affect a tamarisk's ability to withstand repeated beetle attacks.
- **Beetle population:** Annual defoliation patterns and severity fluctuate with the size of the local beetle population.
- **Plant genetics:** Genetic differences among tamarisk plants can affect their response to being defoliated, with some being more resistant than others.

Tamarisk Beetles do not need additional water to survive; they get their water from consuming the tamarisk.

Treatments throughout the county totaled **419 acres** in 2025 (159 acres in 2023 and 167.7 acres in 2024, for comparison!) The number of acres treated do not represent a bigger population of noxious weeds, but the hard work of the department to cover as much ground as possible. Each year, Vegetation Control and Management spends more than 437 hours treating noxious weeds at the height of the season. Thanks to a great month in May we were able to get out ahead of the weeds!

In 2024 VC&M treated 419 acres and covered more than 53,000 acres.

Education:

Noxious Weed Posters continue to be posted around San Miguel County, and were well received. Several kiosks throughout the county continue to help spread the word about noxious weeds. Vegetation Management continues educating the public about the effects of noxious weeds and visits several sites each year to help landowners tackle noxious weeds on private property.

Weed walks continue to be an area for improvement, these days are a challenge to schedule in Norwood and in Telluride and continue to see little participation. Plans are in place to partner with CSU for a combined native plant walk/ weed walk in 2026. Weed walks are a great way to manage those noxious weeds which can be eliminated by mechanical means. These weed walks also help community members get hands on experience with mechanical treatment and identifying weeds.

Last year, the department planned a kids weed pull with Telluride Academy and the USFS to have multiple agency representation at Sheep Corrals (USFS Site) on 63L, for a community weed pull day. The Academy was not able to participate, and the awarded contract with the USFS allowed VC&M to provide herbicide treatments at Sheep Corrals.

Future Projects:

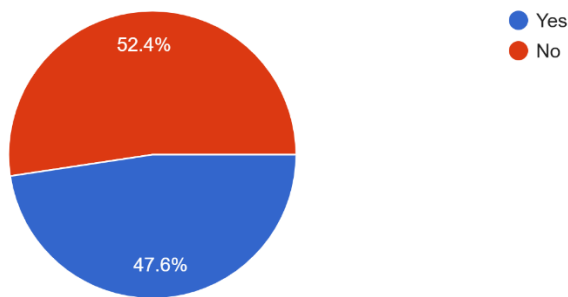
Vegetation Management was contacted by CDOT about noxious weeds on the State Highways in 2022. Noxious weed management on the State Highways is not under the control of Vegetation Management currently; however, the department has worked hard to open lines of communication and continues to strive for better management in highway rights-of-way. VC&M has provided CDOT with annual maps of infestations along the state highways and encourages timely management of these infestations.

Noxious Weed Survey Results

This survey was circulated about 2-3 months and received only forty-two responses. VC&M had wanted to get a minimum of one hundred responses.

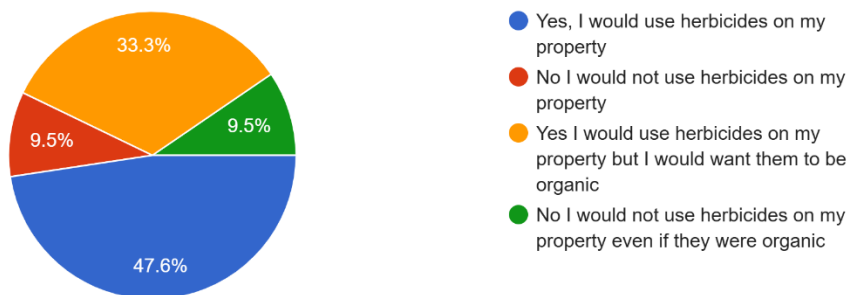
Are you aware that San Miguel County Vegetation Control & Management offers a cost-share program where residents can purchase herbicides at a 50% discount?

42 responses



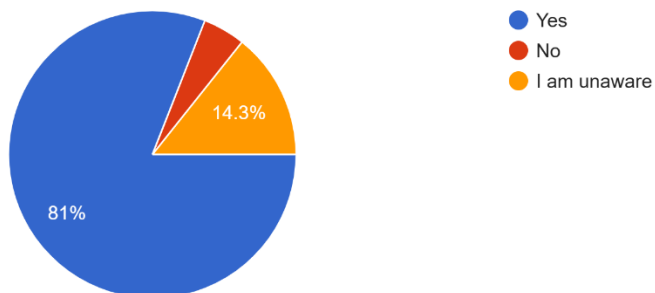
If County Vegetation Control & Management were able to assist private landowners (or another contractor could) with herbicide control, would you utilize these services on your property?

42 responses



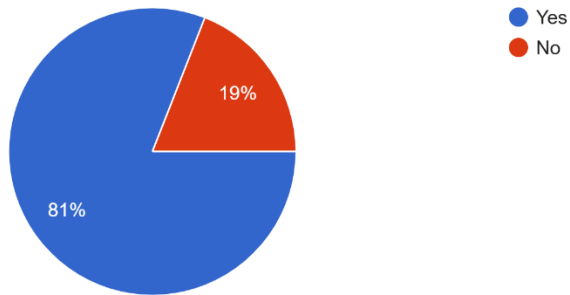
Are you aware if you have noxious weeds on your property?

42 responses



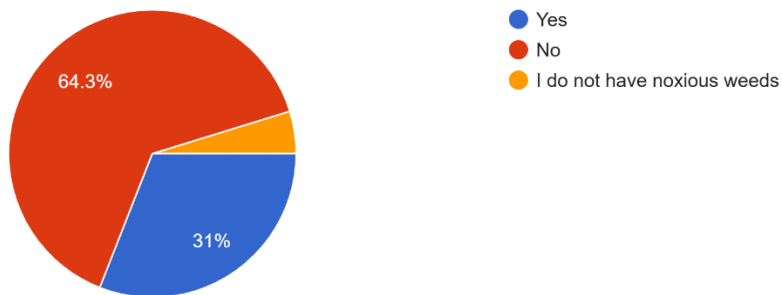
If you have noxious weeds on your property do you manage them?

42 responses



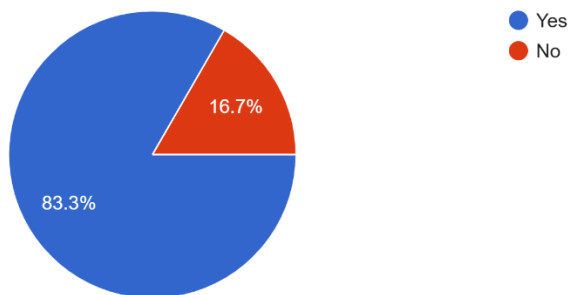
If you have noxious weeds, is cost the major factor and challenge for you in trying to manage them on your property?

42 responses



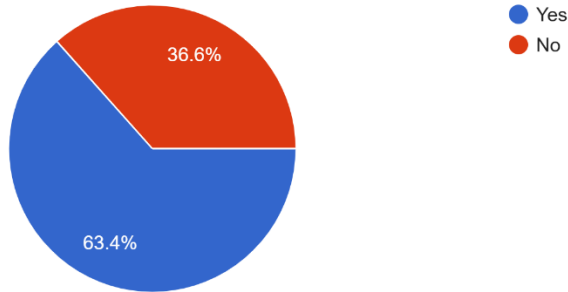
I am aware that taking action to remove noxious weeds is a State Mandate, even if I think the weeds look beautiful.

42 responses



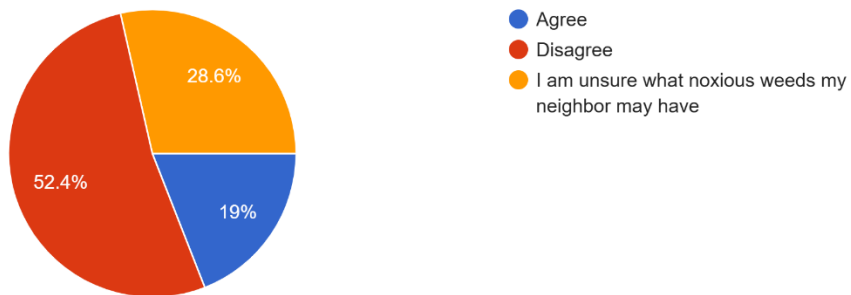
I think San Miguel County should take action and enforcement for those landowners who don't effectively control the noxious weeds on their property.

41 responses



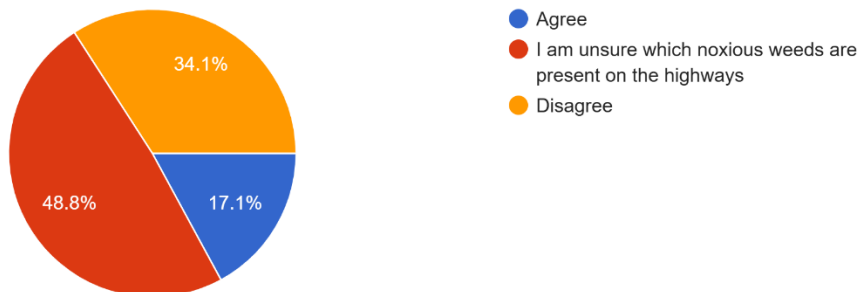
If my neighbor has noxious weeds, I think they manage them on their property effectively.

42 responses



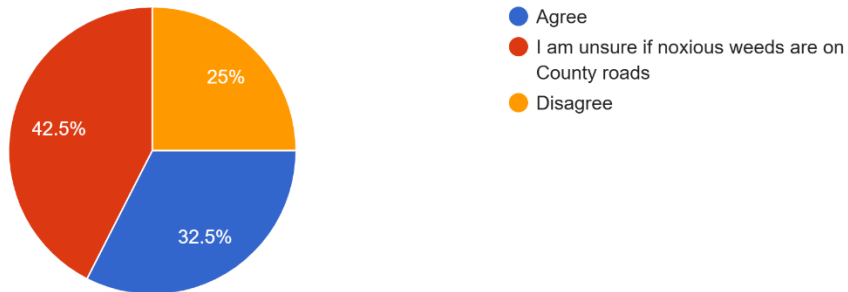
I believe CDOT manages the State Highways (141, 145, 62) effectively to prevent the spread of noxious weeds.

41 responses



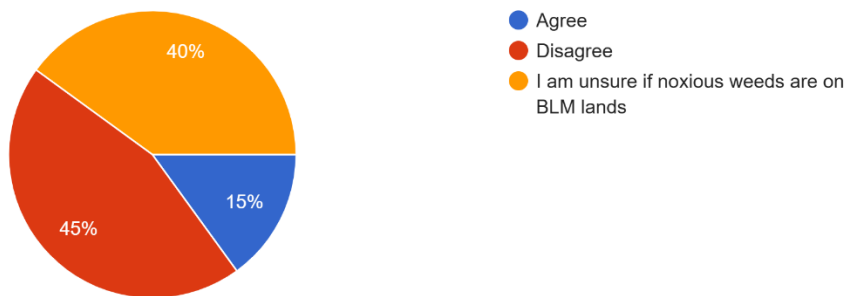
I think San Miguel County is doing an effective job at managing noxious weeds on County roads, which are part of the Department's responsibility.

40 responses



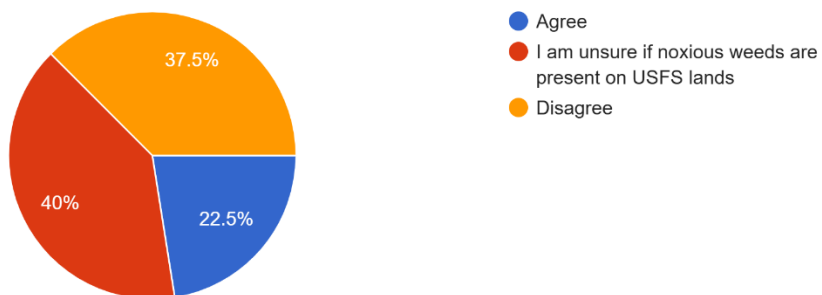
I believe the BLM is doing an effective job managing noxious weeds on federal properties

40 responses



I believe the USFS is doing an effective job managing noxious weeds on federal properties.

40 responses



San Miguel County Weed Board Meeting Date: March 27, 2025
Time: 4:00 p.m.

Attendance CWAB Members Present: Jim Fitzmorris, Nancy Willis, Sheila Grother
Absent: John Humphries Staff: Janet Kask, Greg Polio, and Julie Kolb

1. Call to Order By chairperson Nancy Willis at 4:12 pm
2. Approval of Minutes Minutes approved for December 12, 2024
3. Board Seat Application 5-member board member minimum State statute requires that landowners must own 40 acres or more to join the weed board. Tried contacting larger landowners to participate, but no success.
4. Motion passed to allow Suzanne Cheavens, who has submitted an application, to join the board as a landowner with less than 40 acres pending approval from BOCC.
5. Discussion of Enforcement Actions – Julie Kolb, Weed Manager Senate Bill 2431 establishes mechanisms that counties can use to enforce noxious weed problems on private land within the county. Enforcement funding and staffing issues contribute to the problem of holding private landowners accountable. At this point, we do not have the ability to move forward beyond the current level of involvement of the vegetation management department
6. County Educational Opportunities and equipment sharing; backpack sprayers are currently available for public use; however, no additional equipment is available for public use at this time.
7. Road and Bridge Right-of-Ways vegetation disturbance – did not discuss as this was John Humphries' item
8. 8. Update on Noxious Weeds Agreements, Cost-Share Program, and America the Beautiful Grant: - Agreements are the same as last year, excluding the Town of Norwood.
9. Cost-Share Program is still in place with a \$5,000 annual budget. - America the Beautiful Grant work should be completed by 11/2025.
10. Noxious Weed Survey Update: Not a sufficient number of surveys were returned. We may attempt to resend surveys to extend the survey collection timeframe and obtain more responses for improved response

**Code of Ethics / Code of Conduct Policy
For San Miguel County Boards and Commissions**

As a member of the Citizens Weed Advisory Board, hereafter referred to as the CWAB, I agree to:

- Attend all regularly scheduled meetings of the CWAB insofar as possible and review meeting materials prior to those meetings.
- Make decisions **only** after I have had the opportunity to review all information and evidence and hear comments from a full discussion at a properly noticed and scheduled meeting of the CWAB.
- Render my decisions based on the available facts and my independent judgment and I will refuse to surrender that judgment to individuals or special interest groups.
- Encourage the free expression of opinion by all members of the CWAB and seek systematic communication with San Miguel County citizens.
- Avoid being placed in a position of conflict of interest and refrain completely from using my position on the CWAB for personal or partisan gain.
- Promptly disclose any conflict of interest or personal or private interest in any matter proposed or pending before the CWAB and recuse myself when required. If I must recuse myself, I will refrain from attempting to influence the decision of the other members of the CWAB in voting on the pending matter and I will leave the room while public comment, deliberation and a vote are conducted as required by the “Code of Ethics” set forth at C.R.S. §24-18-101, attached.
- If I have disclosed a personal or private interest not requiring recusal, I will affirm that, notwithstanding such personal or private interest, I will be impartial in acting on such matter.
- Take no action that will compromise the CWAB or San Miguel County and respect the confidentiality of information that is privileged under applicable laws.
- Avoid “ex-parte” contacts and not discuss a matter that is, or may come, before the CWAB with any person, such as the applicant or an objector.
- Disclose all unsolicited materials and information that I have received pertaining to a matter before the CWAB and affirm, if appropriate, that I will be impartial in acting on such matter. If I receive any such unsolicited materials and information I will promptly forward the same to appropriate San Miguel County Staff.
- Recognize that as a member of the CWAB, decision-making authority rests with the CWAB as a body and not with individual members. I agree that once a majority of the members of the CWAB have reached a decision or position, I may prepare a minority opinion on such matter, however, I recognize that the majority opinion is binding and I will support the decision or position of the majority.
- Follow appropriate procedure and protocol during meetings of the CWAB.

Signed _____
Date _____

**RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS
OF SAN MIGUEL COUNTY, COLORADO ADOPTING A
CODE OF CONDUCT POLICY AND AGREEMENT FOR SAN MIGUEL COUNTY**

Resolution #2023-33

WHEREAS, the Board of County Commissioners of San Miguel County, Colorado, reviewed the proposed 2-6 Code of Conduct policy and Code of Conduct Agreement to be incorporated into the San Miguel Administrative Policy Manual; and

WHEREAS, the addition of 2-6 of the Administrative Policy Manual establishes a Code of Conduct policy to guide officials and employees of San Miguel County to ensure that all operate in a manner consistent with appropriate ethical and legal statutes, principals, and values; and

WHEREAS, the Board of County Commissioners wishes to improve its administrative policy practices through the adoption of Code of Ethics and Conduct Policies.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS
OF SAN MIGUEL COUNTY, COLORADO:**

1. Section 2-6 of the San Miguel County Administrative Policy Manual shall be updated according to the attached Exhibit B and incorporated herein by reference.
2. Section 2-6, Code of Conduct, and the Code of Conduct Agreement shall apply to all departments of the County to include all employees and officials, as defined in the added Section 2-6.
3. This Resolution shall take effect immediately upon its approval by the Board of County Commissioners.

APPROVED AND ADOPTED this 4th day of October, at Egnar, Colorado.

**BOARD OF COUNTY COMMISSIONERS
SAN MIGUEL COUNTY, COLORADO**

By: Lance Waring
Lance Waring, Chair

Vote:	Kris Holstrom	x	Aye	Nay	Abstain	Absent
	Anne Brown	x	Aye	Nay	Abstain	Absent
	Lance Waring	x	Aye	Nay	Abstain	Absent

ATTEST:

By: Carmen Warfield
Carmen Warfield, Chief Deputy Clerk

EXHIBIT A: Code of Conduct Agreement

EXHIBIT B: 2-6 Code of Conduct Policy

Exhibit A

Code of Conduct Agreement
San Miguel County Boards, Commissions, and Advisory Groups

As a member of a County Board, Commission, or Advisory Group, I agree to:

1. Strive to attend all regularly scheduled meetings and review materials prior to the meeting;
2. Make decisions only after I have had the opportunity to review all information and evidence, and hear comments, and follow a full discussion at a properly noticed and scheduled meeting;
3. Render my decisions based on the available facts and my independent judgment and I will refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all members of the County Board, Commission, or Advisory Group and seek systematic communication with San Miguel County citizens;
5. Avoid being placed in a position of a conflict of interest and completely refrain from using my position on the County Board, Commission, or Advisory Group for personal or partisan gain;
6. Promptly disclose to the County Attorney's Office any conflict of interest in any matter proposed or pending before the County Board, Commission, or Advisory Group and recuse myself when required. If I must recuse myself, I will not attempt to influence the decision of the other members voting on the filed application;
7. Take no action that will compromise the County Board, Commission, or Advisory Group, or San Miguel County and respect the confidentiality of information that is privileged under applicable laws;
8. Avoid "ex-parte" communication and not discuss a matter that is before the County Board, Commission, or Advisory Group with any person - such as the applicant or an objector;
9. Disclose all unsolicited materials and information that I have received pertaining to a matter before the County Board, Commission, or Advisory Group and affirm, if appropriate, that I will be impartial in acting on such matter. If I receive any such unsolicited materials and information, I will promptly forward the same to the appropriate San Miguel County Staff;
10. Recognize that as a member of the County Board, Commission, or Advisory Group, decision-making authority rests with the County Board, Commission, or Advisory Group as a body and not with individual members;

11. I agree that once a majority of the members of the County Board, Commission, or Advisory Group have reached a decision or position, I may prepare a minority opinion on such matter. However, I recognize that the majority opinion is binding and I will support the decision or position of the majority moving forward;
12. Follow appropriate procedures and protocols during meetings; and
13. Further, as a member of the County Board, Commission or Advisory Group, I recognize that I am representing San Miguel County; therefore, I will strive to conduct myself in a courteous and respectful manner with my colleagues, staff, and the public.

I have read and understand the above provisions and agree to comply with its terms and conditions. Failure to follow these provisions may be cause for my removal from the County Board, Commission, or Advisory Group by the Board of County Commissioners of San Miguel County.

County Board, Commission or Advisory Group

Signature

Date

Printed Name

Exhibit B

2-6 CODE OF CONDUCT

PURPOSE

The purpose of this policy is to provide guidance to the officials and employees of San Miguel County whenever questions of ethical conflict arise to ensure that San Miguel County government operates in a manner consistent with appropriate ethical and legal principles and values.

POLICY

San Miguel County acknowledges it has a fiduciary and ethical responsibility to the public trust. The County is committed to ensuring its officials and employees emulate ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum.

- a. **References.** This policy is adopted with reference to Const. Art. XXIX, C.R.S. §§ 18-1-901(3)(o), 18-8-301, 18-8-308, 18-8-402, 18-8-404, 18-8-405, 24-18-101, 24-18-102, 24-18-104, 24-18-105, 24-18-108.5, 24-18-109, 24-18-110, 24-18-201, and San Miguel County Employee Handbook provisions 1.02 and 1.04.
- b. **Definitions.**
 - “Applicant” – any person or entity applying for a permit, approval, or action by any County board or panel comprised in whole or in part by San Miguel County elected officials or by members of the public appointed by San Miguel County elected officials.
 - “Employee” – any employee or agent of San Miguel County, including but not limited to full-time, part-time, and temporary/seasonal employees, and volunteers.
 - “Official” – a person in a San Miguel County elected or appointed position, including members of county boards, commissions, and advisory groups.
 - “Legislative” - the development and implementation of local codes and policies that apply countywide.
 - “Quasi-Judicial” - the application of standards in an existing statute, ordinance, code, or regulation to facts presented at a hearing. Officials are acting like judges rather than legislators; not making new laws, but applying existing laws to specific facts and rendering judgment at a public hearing.
- c. **Conflict of Interest.** In a quasi-judicial action, the following shall be deemed to be a conflict of interest:

- The Official or Employee has a “substantial” financial interest in an Applicant, a direct competitor of the Applicant, or an application which, if approved, would financially benefit the Official or Employee either directly or indirectly (an Applicant may waive a financial interest stemming from a relationship, financial interest, or loan with a direct competitor). A financial interest is deemed “substantial” if any one or more of the following apply:
 - i. The Official or Employee represents (directly or indirectly) the Applicant or direct competitor of the Applicant in any aspect of its business as an owner, employee, director, officer, agent or consultant for pay or commission. The representation is not limited to the matter being considered by the Official or Employee.
 - ii. The Official or Employee co-owns any real or personal property with the Applicant or direct competitor of the Applicant or has a contract to purchase, sell, lease or rent real or personal property with the Applicant or a direct competitor of the Applicant. The co-ownership or contract is not limited to the matter being considered by the Official or Employee.
 - iii. The Official or Employee lends funds to or borrows funds from the Applicant or direct competitor of the Applicant. For example, a conflict may exist where an Official or a member of his immediate family serves on the board of directors of a bank where the Applicant has substantial lending arrangements.
- The Official or Employee took a position with respect to the application. For example, a conflict may exist if the Official or Employee participated in a decision by an organization to support or oppose an application. Depending on the circumstances, an Official or Employee may avoid a conflict of interest by fully removing himself or herself from the discussion by the organization (including leaving the room when the matter is being discussed) and refraining from discussing any aspect of the application with anyone in the organization.
- The Official has engaged in extensive communications, outside of a publicly-noticed meeting, with the Applicant or other constituents regarding the filed application (an Applicant may waive allegations of conflict of interest regarding ex parte communications with other constituents).
- The Official or Employee has accepted, directly or indirectly, gifts, gratuities or any other thing of value from the Applicant, others interested

in the decision on the application, or those opposing the application which might influence or appear to influence the Official's or Employee's decisions on the application. The Official or Employee may accept de minimus gifts from a single source that do not exceed \$75/calendar year* which were unrelated to the application. *This limit may be adjusted in 2027 per statute.

- The Official or Employee believes there to be a conflict of interest that prevents him or her from considering the application in a fair, unbiased manner.
- Any other relationship or communication involving the Official or Employee which is illegal or unethical under generally recognized ethical standards.
- Questions, and/or concerns regarding conflicts of interest shall be directed to the County Attorney's Office for review and determination.

d. Expected Conduct.

- Officials and Employees shall fulfill their duties to the County unconflicted by loyalties to staff, other organizations, including interest or advocacy groups, and any personal interest as a consumer.
- Officials and Employees must uphold their fiduciary duty and public trust.
- Officials and Employees shall support the maintenance of a positive, professional, and productive workplace environment at the county and inspire confidence in the functioning of county government.
- Officials and Employees shall conduct themselves at all times in a manner that is professional, respectful, courteous, and civil toward one another and those with whom they engage in their official capacity.
- Officials and Employees must follow appropriate procedures and protocols during meetings.
- Officials and Employees shall respect that decision-making authority rests with the County Board, Commission, or Advisory Group as a body and not with individual members. Officials and Employees shall support decisions or positions of the majority, whether or not they are in agreement themselves.
- Every Official or Employee is prohibited from participating in the discussion, review, approval, or action if the Official or Employee has a Conflict of Interest as described above. If there is a question as to whether

a Conflict of Interest exists, the Official or Employee shall proceed as if they have a Conflict until a determination can be made by the County Attorney's Office. Specifically, if there is a conflict of interest, the Official or Employee shall recuse himself or herself from the discussion, review, approval, or action, and shall refrain from giving testimony or discussing any aspect of the application with other Officials or Employees.

e. Confidentiality.

- Officials and Employees will adhere to the confidentiality of issues whether in writing or verbally, as prescribed by law:
 - i. Any documents that are prohibited from disclosure under the Colorado Open Records Act, Criminal Justice Records Act, or other statutory authority shall not be publicly disclosed.
 - ii. Any information shared with Officials and Employees in a properly called executive session is presumed to be confidential and shall not be publicly disclosed.
 - iii. Any information for which disclosure is an issue that suggests a likely privacy interest of one or more individuals, or is otherwise contrary to public policy, shall not be disclosed.
 - iv. Any documents previously determined to be confidential and not subject to public disclosure pursuant to State law, may be reconsidered for disclosure upon the affirmative support of the Board or Commission. Questions regarding legal parameters for disclosure shall be relayed to the County Attorney's Office prior to any disclosure.

Failure to comply with the terms of this Policy may result in removal from an applicable board, commission, or group, termination of employment, or legal action. Failure to comply with the terms of this policy may also constitute first or second-degree official misconduct under C.R.S. 18-8-404 or 18-8-405, subject to prosecution by the District Attorney.

This Policy is intended to be read consistently with existing legal authority and County policy. This Policy is not intended to supersede specific provisions of law or other County policies regarding ethical conduct. A determination, recommendation, or action taken under this Policy will not conclude or prevent action by the Colorado Independent Ethics Commission and/or the District Attorney's Office.