

Board of County Commissioners of Lincoln County
Agenda for December 30, 2025

- 9:00 Call to order and Pledge of Allegiance
- 9:00 Andrew Lorensen, Director of Human Services, to present the Department of Human Services monthly report
- 9:30 Kevin Stansbury, Lincoln Community Hospital CEO, to provide an LCH report
- 10:30 Public hearing to review and act upon Development Permit #25-05 for Jay Culver
- 10:45 Public hearing to review and act upon Development Permit #25-06 for The Last Straw Revocable Living Trust
- 11:00 Public hearing to review and act upon Special Use Permit #25-07 for Sustrich Group, LLC
- 1:00 Approve end of year expense vouchers

-To be completed as time permits-

1. Approve the minutes from the December 18, 2025, meeting
2. Review and act upon updates to the Lincoln County Personnel Manual
3. Review and act upon updates to the Lincoln County Employee's Pension Plan and Trust
4. Review and act upon 2026 Employee Pay Schedules
5. Review and act upon a change order regarding the Agreement for Professional Services with RockSol Consulting Group, Inc. for the Lincoln County Big Sandy Creek Bridge Rehabilitation Project
6. Discuss House Bill 21-1286 regarding Energy Performance for buildings
7. County Commissioner reports
8. County Attorney's report
9. County Administrator's report
10. Old Business
11. New Business
12. Approve Payroll

The Board of Lincoln County Commissioners met at 9:00 a.m. on December 30, 2025. Chairman Wayne Ewing, commissioners Robert Safranek and Terry Jaques, county administrator Jacob Piper, and clerk of the Board Corinne M. Lengel attended. Director of Human Services Andrew Lorensen was there when the meeting started.

Chairman Ewing called the meeting to order, asked Mr. Jaques to pray, and then had Mrs. Lengel lead the Pledge of Allegiance.

At 9:07 a.m., Mr. Ewing recessed the Board of County Commissioners meeting and opened the Lincoln County Board of Human Services meeting. DHS Director Andrew Lorensen presented his monthly report; the commissioners reviewed the December 2025 financial report and employee timesheets. Mr. Jaques asked whether he felt comfortable with his budget; Mr. Lorensen said that although they would underspend in Child Welfare, they consistently overspent on Administration. While the state admitted it didn't allocate adequately, there was never enough money to do it correctly.

The Board reviewed the Income Maintenance report, and Mr. Lorensen explained the Colorado Child Care Assistance Program (CCCAP) MOU between Lincoln and Elbert counties. If approved, it will be the third year Lincoln County has contracted with Elbert County for the services. He noted that it's far more cost-effective than the minimal amount of time a caseworker would spend on it.

Mr. Jaques moved to approve the CCCAP MOU with Elbert County. Mr. Safranek seconded the motion, which passed unanimously.

Mr. Lorensen briefly described the state's direction regarding assistance programs, namely, Medicaid, SNAP, Adult Financial, and TANF. CDHS continues to push its shared services and districting models, the first of which Mr. Lorensen found acceptable and helpful for small counties. The districting model, however, is another story, and would place Lincoln County in a district with El Paso County as the hub county. Mr. Lorensen adamantly opposed the model because the state would allocate all direct costs to the hub county, leaving other counties in the district to determine how to fund indirect costs. He described indirect costs as half of his salary and the majority of the bookkeeper's salary. Mr. Lorensen noted that many counties would get creative in deciding which program to draw funds from to keep their staff. So far, the state hasn't provided adequate support or evidence of how the model works, except to say it works in Wisconsin and took about 5 years to implement. While CDHS originally hoped to start the model in July 2026, Mr. Lorensen said counties pushed back enough to delay it.

Rick Ashcraft arrived as Mr. Lorensen said that if the state continued to push the district model, he would ask to be in the district with Douglas County as the hub instead of El Paso County. They have an excellent working relationship.

As for TANF money, Mr. Lorensen said CDHS proposed pulling the basic cash assistance (BCA) from the allocation and holding it at the state level. The constant confusion the state has

caused by trying to roll out everything at once has led counties to suggest it start with internal changes instead. Mr. Lorensen noted that there is a CDHS policy team, that HCPF has its own policy team, and that there is seemingly one for every state program.

Mr. Stansbury interrupted Mr. Lorensen to say that rural hospitals were leaning on the JBC to push back on HCPF, and if Mr. Lorensen would provide a summary, he would see what they could do to join forces. Mr. Lorensen told him the JBC wasn't typically friendly to counties as a whole, but he would catch up with him later on to discuss it further. Mr. Stansbury commented that they discuss how to cut HCPF almost weekly.

Mr. Lorensen asked whether the commissioners had any questions about the Child Welfare and Adult Protection report or the director's monthly report. When they didn't, Mr. Lorensen said he would be on vacation from January 1 through January 11 and left.

At 9:36 a.m., Mr. Ewing adjourned the Board of Human Services meeting and reconvened the Board of County Commissioners meeting.

Mr. Ewing asked Mr. Ashcraft if he needed to speak with the Board; Mr. Ashcraft said he wanted to hear Mr. Stansbury's report and had a question for him afterward.

Mr. Stansbury provided the November financial report, stating that things were a little better overall, but the hospital's revenue was still down. While they continue to manage expenses, increasing revenue is critical. Mr. Jaques asked whether they were diverting high costs to meet their budget; Mr. Stansbury said that, while they try, general building maintenance continues to increase. Grant funds received last year helped purchase new equipment. They still expect to receive a million dollars in federal ERC (Employee Retention Credit) funds, and while it seems to be taking an extremely long time, at least it accrues interest.

The hospital and Anthem reached an agreement on lab rates and have started working on surgical rates. Jonathan Schumacher has committed to a year in the CFO position while the hospital searches for a replacement for Darcy Howard. Since Mr. Schumacher understands the billing system and processes, Mr. Stansbury hopes to convince him to move his family to Lincoln County and accept the position full-time.

Mr. Stansbury discussed the hospital's goal of increasing revenue by sending two staff members to the Limon Correctional Facility to see patients there. Since DOC has a medical infirmary, Mr. Stansbury said it should be more cost-effective and safer than having inmates in the hospital's waiting rooms. Mr. Jaques agreed, stating that hospital staff would have direct access to the infirmary and additional security; the facility has an excellent surveillance system.

Lastly, Mr. Stansbury mentioned the federal Rural Hospital Revitalization Act and its impacts. While there was currently no plan to cut funding to rural hospitals, he was keeping an eye on it.

Mr. Ashcraft asked how much money the hospital would make by sending staff members to DOC; Mr. Stansbury told him the state is typically prompt with its payments and pays 95% of their charges. Mr. Jaques asked whether the hospital would track revenue separately. Mr. Stansbury said they could and would also keep track of all expenses related to DOC inmate services.

Mr. Ashcraft felt that sending staff members to the prison would take them away from patients who needed them at the hospital, but Mr. Stansbury said the two he would send didn't have a patient volume. He noted that the primary care clinics suffered, but Dr. Olson had agreed to fill in to alleviate some of the backlog. A new nurse practitioner would start after the first of the year, and they had started the recruitment process for another physician.

Mr. Ashcraft expressed concern about Dr. John Fox's availability, stating that scheduling appointments was difficult. He worried that sending staff to the prison would make it even harder for locals to get appointments, noting that those patients also generated revenue. He felt that the hospital was losing patients because it took too long to get in to see a doctor, and sometimes, people couldn't wait. Mr. Stansbury said they needed to get people in the habit of going to Lincoln Health for their healthcare; he didn't know how to accomplish that. Mr. Ashcraft asked if sending staff to the prison would make more money than what the hospital spent; Mr. Stansbury said it would.

When Mr. Ashcraft said he'd received a bill for services he'd incurred in February, Mr. Ewing commented that Lincoln Health was missing revenue. He wondered whether they had hired another billing company. Mr. Stansbury said they had changed again in April when the previous company fell behind. The new company asked whether he wanted them to try to collect past-due revenue, and he told them to go ahead. Although it was aggravating to patients, Mr. Stansbury said they had to do what they could to clean up past due accounts. He again admitted that they had to do better, but added that most patients don't understand the constant back-and-forth with insurance companies and how long it takes them to pay.

Mr. Ashcraft asked if it would be the new person's responsibility to fix the problem. Mr. Stansbury said it would be one of Mr. Schumacher's primary duties. Lincoln Health would also begin a new process. Once they received approval from a patient's insurance company, they would contact the patient with a best-guess cost estimate for the portion not covered by insurance. The patient could set up a payment plan for their portion with a third-party financial institution, HELP Financial. The institution would submit payment to the hospital; the patient would then pay HELP Financial. The process would ensure the patient had a reasonable payment plan and that the hospital would receive payment right away.

At 10:25 a.m., District 2 Road Supervisor Bruce Walters, Land Use Administrator Ty Stogsdill, Jay Culver, and representatives for The Last Straw Revocable Living Trust arrived, and Mr. Stansbury left.

Mr. Ewing noted that he'd asked Mrs. Lengel to add the word "judging" to the submitted

December 30 minutes, which she did. Mr. Safranek moved to approve the corrected minutes from the December 30, 2025, meeting. Mr. Jaques seconded the motion, which passed unanimously.

Mr. Ewing asked whether they had time to review the personnel manual changes; Mr. Piper said the professional services agreement with RockSol Consulting Group, Inc. would be quicker, since it was essentially a formality.

Mr. Safranek moved to sign the change order with RockSol Consulting Group, Inc. Mr. Jaques seconded the motion, which passed unanimously.

Shortly before 10:00 a.m., Mr. Piper connected County Attorney Kelly Lowery to the meeting via Teams. Mr. Ewing opened the public hearing to review and act on Development Permit application #25-05 for Jay Culver. District 2 Road Supervisor Bruce Walters, representatives for The Last Draw Revocable Living Trust, and Land Use board member Rick Ashcraft, attended the hearing. Mrs. Lengel recorded the hearing and will store the recording in the County Clerk's vault for the legally required period.

Mr. Stogsdill began by stating that the Land Use Board denied Mr. Culver's development permit application for his property at County Road U based on the fact that he didn't comply with county regulations. Mr. Culver filed for a development permit after already constructing a building without obtaining the necessary development and building permits or notifying the adjacent landowners. The Land Use Board and Miss Lowery concluded that the violations were separate, resulting in two \$1,000 fines; the board members denied application #25-05 until the applicant cured the infractions and complied with all requirements. Mr. Stogsdill noted that Mr. Culver would also need to obtain a water well permit or an approved cistern for a water supply before his department would issue a building permit.

Mr. Culver explained that he'd put up a tool shed to ensure his tools and equipment were safe and that he understood he had violated the county's zoning code. He hadn't notified adjacent landowners, he said, because he has no neighbors, and there is only one owner of the surrounding property. Mr. Culver noted that the 12' x 16' shed has no foundation; he can pick it up and move it if necessary. He wanted to comply with the county's regulations and promised to send the certified letters the following day. Mr. Culver had obtained the well permit and planned to build a single-family residence in the future. Miss Lowery told him to update his application to include the well information and to try his best to attend the next Land Use Board meeting, even virtually. Mr. Culver agreed and left at 10:40 a.m.; Mr. Ewing closed the hearing.

Mr. Stogsdill commented that the development permit doesn't require a well permit; it's part of the building permit process. He planned to inspect and measure the shed because he thought it looked larger than 200 square feet. If it were truly the 192 square feet Mr. Culver said it was, his fine would be \$1,000 instead of \$2,000.

At 10:44 a.m., Mr. Ewing opened a public hearing to review and act on Development Permit

application #25-06 for The Last Straw Revocable Living Trust. District 2 Road Supervisor Bruce Walters and Land Use board member Rick Ashcraft attended the hearing. Mrs. Lengel recorded the hearing and will store the recording in the County Clerk's vault for the legally required period.

Mr. Stogsdill said that he would let Brian Wilson, the attorney for the trust, present his case, but that the Land Use Board had unanimously voted to approve the application with one condition: that the applicant provide a certificate of trust. There is a well on the property, which sits south of Highway 94 in the Rush area.

Mr. Wilson said the trust acquired the property in 2018 after the previous owners abandoned it. Although the house sold, the buyer never picked it up, leading the trust to consider it abandoned after five years, as stipulated in the contract. Subsequently, the trust applied for a development permit to place the existing house onto a foundation, complete the foundation, and bring utilities such as water and power to the site. They drilled an operational well; the application included plans to finish the foundation and complete necessary inspections.

At the previous night's Land Use Board meeting, Miss Lowery had asked Mr. Wilson to explain the formal process for deeming the house abandoned. He clarified that the contract specified the house would be considered abandoned as of July 15, 2021, with the purchase price forfeited as liquidated damages. The trust sent a certified letter to the buyer, who did not respond, finalizing the abandonment.

Miss Lowery requested that the trustee include a certificate of trust or a statement of authority with the application for record-keeping purposes. Mr. Wilson had said he would provide the certificate under C.R.S. 15-5-1013, outlining the trust's authority over the property, and send it to the Land Use Board. Mr. Stogsdill noted that the Land Use Board approved the application upon receipt of the certificate.

Mr. Ewing asked if there was a septic on the property; Mr. Wilson said it wasn't in place yet, but it would be once they determined the best location. Mr. Stogsdill told him he would need to provide the septic permit when the trust applied for the building permit.

Mr. Safranek moved to approve Development Permit application #25-06 for The Last Straw Revocable Living Trust. Mr. Jaques seconded the motion, which passed unanimously.

Mr. Ewing closed the public hearing, and after the trust representatives left, Miss Lowery advised to leave application #25-05 open until Mr. Stogsdill inspected and measured the shed. She said Mr. Piper could add it to the agenda, and the commissioners could make a formal motion during the meeting.

At 10:55 a.m., Mr. Ewing opened a public hearing to review and act on Use by Special Review and Development Permit application #25-07 for Sustrich Group, LLC, Genoa Rail Transfer, LLC, and Duq Refining of KS, LLC, for a rail transload facility and other ancillary facilities. District 2

Road Supervisor Bruce Walters and Land Use board member Rick Ashcraft attended the hearing. Mrs. Lengel recorded the hearing and will store the recording in the County Clerk's vault for the legally required period.

Mr. Stogsdill stated that the Land Use Board approved the application, subject to the condition that the applicants sign a Road Use Agreement for County Hwy 109 maintenance, and to any other conditions the commissioners imposed in their resolution.

Scott Elliott, with Duq Refining, and Ken and Jake Sustrich, presented their application for a rail transload and fuel storage facility in Genoa. The project includes fuel distribution, transloading of windmill parts, and potential expansion to serve other clients, such as Packaging Corp of America and the Denver Post. The facility will operate as a zero-vapor emission site, capturing and reprocessing fuel vapors. It will comply with state and federal regulations, including those from the Department of Environmental Protection and the US Department of Transportation. The site will feature above-ground storage tanks, containment basins, security fencing, lighting, 24/7 staffing, firefighting capabilities, and water storage for emergencies. Initial construction will focus on building the rail spur, storage tanks, and roadways, with dirt work and stabilization measures to control dust and erosion. Trucked-in water for construction and fire suppression will come from on-site wells as needed. The applicants sent certified letters to adjoining property owners and coordinated with the Genoa Fire Department to present their plans.

Mr. Ashcraft said that he and his fellow Land Use Board members raised concerns about the potential for road damage with the increased truck traffic on County Highway 109. The applicants agreed to discuss a formal road use and maintenance agreement, including possible improvements or repairs, and to coordinate with the road foreman and commissioners to address liability and maintenance responsibilities.

Mr. Elliott provided a handout describing proposed improvements to County Hwy 109 from approximately the end of the Kyle railway's bridge row, 250 linear feet past the entrance of 53554 County Hwy 109.

Mr. Ewing wanted to know how many rail cars would be at the transfer station; Mr. Elliott told him they didn't expect to ever have more than twenty-five cars at once, but more likely around nineteen. They are 60' cars, and they can't have a railcar within 250' of a turnout.

Mr. Jaques asked how often they expected to offload; Mr. Elliott said that if they met their volume requirements, it would be three to five times per week.

Mr. Safranek asked if they'd received any feedback from adjacent landowners, but although one attended the Land Use Board meeting the night before, no one had heard from anyone else.

Mr. Ashcraft had told them to start as soon as possible to avoid the June/July wheat harvest; he commented that if they intended the transfer site as a permanent facility, they would have to get used to each other. Mr. Jaques noted it would be a busy area with NextEra planning to

replace turbine blades and nacelles on the Limon III wind towers. Mr. Elliott said they hoped to start as soon as possible with the laydown yard, obtaining quotes from contractors, and road improvements. An exact start date depended on the commissioners' approval. Miss Lowery advised signing the Road Use Agreement first, and Mr. Elliott said they had proposed hiring a civil engineer to ensure compliance with CDOT standards.

The group discussed the rail spur, storage tanks, and possible excise tax legislation, something Mr. Elliott had heard nothing about. He noted they weren't subject to sales and use tax because they are a distributor. Mr. Ashcraft asked whether they would ship anything north of Genoa, but Mr. Elliott said they had reached the facility's maximum capacity and that everything was going to Colorado Springs. They also discussed the possibility of shipping other commodities, separate development permits, and consistency.

Mr. Piper read the proposed resolution and conditions, including the requirement of a Road Use Agreement. Miss Lowery asked for a month to complete the agreement; the Board could sign it at the January 30 meeting. Mr. Elliott wanted to start sooner, noting that they have a contract with Circle K beginning on January 5; they could use the money they made to start bringing in track materials.

The commissioners agreed to approve Use by Special Review and Development Permit #25-07 with the following summarized conditions: a fully executed roadway agreement by January 29, including pictures showing the condition of the associated roads prior to construction of the Rail Transload Facility; proof of executed easement option agreements, easement agreements, or court orders indicating the applicant's control over the entire project/facility area; commodities transloaded from rail car to temporary storage limited to aggregate (stone products), wind turbine parts, paper, vehicles, roofing materials, and fuels; an established fire mitigation plan prior to construction; a three-year period to implement a Rail Transload Facility associated with the allowable commodities.

Mr. Jaques moved to adopt a resolution approving Use by Special Review and Development Permit #25-07 with the conditions listed above (in greater detail). Mr. Safranek seconded the motion. Mr. Ewing called for a voice vote: Commissioner Jaques, yes; Commissioner Safranek, yes; Commissioner Ewing, yes.

At a regular meeting of the Board of County Commissioners of Lincoln County, Colorado, held in Hugo, Colorado, on December 30, 2025, there were present:

Wayne Ewing, Chairman	Present
Robert Safranek, Vice Chairman	Present
Terry Jaques, Commissioner	Present
Kelly Lowery, County Attorney	Present
Corinne Lengel, Clerk of the Board	Present
Jacob Piper, County Administrator	Present

when the following proceedings, among others, were had and done to-wit:

RESOLUTION #1171 It was moved by Commissioner Jaques and seconded by Commissioner Safranek to adopt the following resolution:

A RESOLUTION GRANTING THE APPROVAL OF A USE BY SPECIAL REVIEW AND DEVELOPMENT PERMIT #25-07 FOR THE CONSTRUCTION, OPERATION, AND MAINTENANCE OF A RAIL TRANSLOAD FACILITY AND OTHER ANCILLARY FACILITIES LOCATED AT 53554 COUNTY HIGHWAY 109 GENOA, CO 80818.

WHEREAS, Sustrich Group, LLC; Genoa Rail Transfer, LLC; and Duq Refining of KS, LLC (“The Applicant”) has applied for the approval of a Use By Special Review and Development Permit (“Project Approvals”) to construct, operate, and maintain a Rail Transload Facility in Lincoln County in accordance with the Lincoln County Application for Special Review Permit submitted by The Applicant dated December 15, 2025. The property subject to the Project Approvals is shown via survey in the attached Exhibit A and is located at 53554 County Highway 109 Genoa, CO 80818 (the “Property”); and

WHEREAS, the property is currently zoned Agricultural under the Lincoln County Zoning Resolution; and

WHEREAS, Section 2-220 of the Lincoln County Zoning Resolution allows for the approval of a Use By Special Review and Development Permit within the Agricultural Zoning District in accordance with the provisions of Article 3 of the Lincoln County Zoning Resolution; and

WHEREAS, Lincoln County staff conducted a review of the Application on December 17, 2025, and recommended approval of a Use By Special Review and Development Permit for the Rail Transload Facility; and

WHEREAS, at a public hearing held on December 29, 2025, the Lincoln County Land Use Board recommended approval of a Use By Special Review and Development Permit for the Rail Transload Facility with certain limited conditions; and

WHEREAS, pursuant to Section 3-110 of the Lincoln County Zoning Resolution the Lincoln County Board of County Commissioners chose to review the Application, together with the staff report and the Decision of the Land Use Board; and

WHEREAS, at a meeting of the County Board of County Commissioners held on December 30, 2025, the Lincoln County Board of County Commissioners held a public meeting at which it considered the Application, the staff report on such Application, the recommendation of the Land Use Board, the record of proceedings before the Land Use Board, and such other information as was brought before the Board of County Commissioners at such hearing.

NOW BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF LINCOLN COUNTY, COLORADO:

I. APPROVAL:

The Application submitted by The Applicant, for a Use By Special Review and Development Permit is GRANTED, subject to the conditions set forth below. The Use By Special Review and Development Permit, including the applicant's right to construct, operate, and maintain a Rail Transload Facility, shall remain valid until such time as The Applicant, its transferees, successors and assigns no longer own, lease, or otherwise occupy an interest in the Property whether by lease, easement, or otherwise, whichever occurs last.

II. FINDINGS OF FACT:

1. That proper notice has been provided as required by law for the public hearing before the Board.
2. That the information contained in the record of proceedings and presented to the Board at the public hearing is extensive and complete, and that all pertinent facts, matters and issues were submitted and considered by the Board.
3. That the Rail Transload Facility, as described in the Application, is consistent with the minimum zoning requirements set forth in the Lincoln County Zoning Resolution.
4. That the Rail Transload Facility is consistent with the goals and strategies set forth in Lincoln County's Comprehensive Plan.
5. That the Rail Transload Facility will be compatible with the character of the surrounding neighborhood and will not have negative impacts on adjacent properties. The Rail Transload Facility has been designed to mitigate any potential noise, odor, vibration, glare and similar impacts associated with the proposed land use.
6. That the Rail Transload Facility will not cause undue traffic, congestion, dangerous traffic conditions, or other vehicle-related impacts due to the implementation of project-wide Best Management Practices and effective traffic control measures during construction.
7. That the Rail Transload Facility will not require a level of community services or facilities that is not available, and the Applicant will provide the necessary improvements to address any deficiencies to facilities and services that the use would cause. All public roads, utilities and bridges to be developed in connection with the Rail Transload Facility will comply with County standards.
8. The operating characteristics of the Rail Transload Facility shall not create a nuisance and the project has been designed to minimize impacts on

neighboring properties with respect to noise, odor, vibrations, glare, and similar conditions.

III. CONDITIONS:

1. There shall be in place a fully executed roadway agreement between Lincoln County and The Applicant on or before January 29, 2025. Pictures for said roadway agreement showing the condition of the associated roads prior to construction of the Rail Transload Facility shall be taken with the Applicant and an appointed county staff member prior to obtaining any building permits.
2. Prior to commencement of construction of the Rail Transload Facility and/or prior to obtaining any building or construction permits, as applicable, The Applicant must provide proof of executed easement option agreements, easement agreements, or court orders (including orders stayed on appeal), indicating that The Applicant control over the entire project/facility area.
3. Commodities that are to be transloaded from rail car to temporary storage will be limited to those that were stated on the development permit application and are as follows: aggregate (stone products), wind turbine parts, paper, vehicles, roofing materials and fuels.
4. A fire mitigation plan must be established prior to construction, that includes the initial and continued training of all local emergency agencies, and respective agencies associated with the local agencies through MOUs, that could respond to emergencies at the location of the Rail Transload Facility.
5. The Applicant will have a period of three (3) years after the date of issuance of the Lincoln County Development Permit #25-07 for implementation of the applicant's use of the Property for a Rail Transload Facility associated with the allowable commodities. In the event the applicant requests an extension of the three-year period for the commencement of construction of the applicant's use of the Property for a Rail Transload Facility, as set forth in Section 1-210 of the Lincoln County Zoning Resolution, no such extension shall extend longer than three (3) years after the date of issuance of Lincoln County Development Permit #25-07.

BE IT THEREFORE RESOLVED, that a Use By Special Review and Development Permit is granted to The Applicant to construct a Rail Transload Facility in accordance with the terms of the Application, subject to the conditions set forth above. The Lincoln County Board of County Commissioners retains continuing jurisdiction over the permit to address future issues concerning the site and to ensure compliance with the conditions of the permit. The applicant is responsible for complying with all of the forgoing conditions and all other county zoning or other

land use regulations. Noncompliance with any of the conditions may be cause for revocation of the permit.

Upon roll call the vote was:

Commissioner Jaques, Yes; Commissioner Safranek, Yes; Commissioner Ewing, Yes.

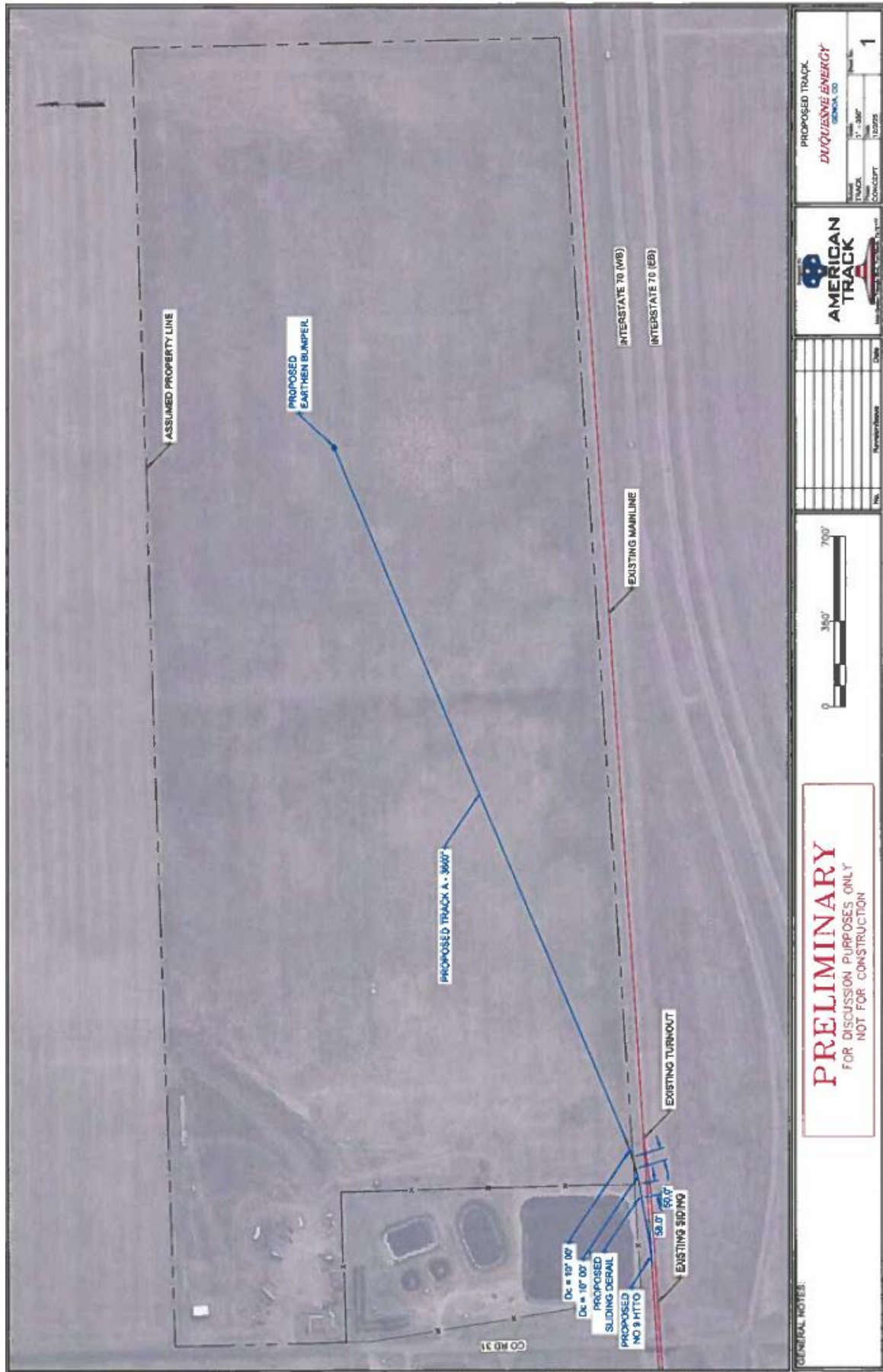
The Chairman declared the motion carried and so ordered.

Board of County Commissioners
of Lincoln County

ATTEST:

Clerk of the Board

EXHIBIT A



Mr. Ewing closed the hearing, and the applicants, Mr. Walters and Mr. Ashcraft, left.

Miss Lowery reported drafting a letter to Columbia Sanitary, noting that they had finally responded to Mr. Stogsdill after the commissioners instituted the moratorium. The letter advised of the permit's expiration and the county's moratorium.

Mr. Piper asked Miss Lowery about agenda item #6, but she said none of her other counties had mentioned having to comply with the law. Miss Lowery disconnected from the meeting at 12:30 p.m.

Mr. Jaques asked Mr. Stogsdill if he'd heard anything further from SWCA Environmental Consultants regarding reviewing zoning regulations. Mr. Stogsdill said they had mentioned there might be a conflict of interest, so he hadn't yet added the language. Mr. Jaques felt he should do it anyway.

Mr. Stogsdill left, and the group took a lunch break at 12:35 p.m.

When Mr. Ewing reconvened the meeting at 1:15 p.m., the Board approved the December payroll and December 2025 expenses.

COUNTY GENERAL

Janitor Salary \$3,316.00
Part-Time Janitor Salary \$550.00
Corporal Salary \$6,681.29
Correctional Officer Salary \$5,503.64
Correctional Officer Salary \$5,694.36
Corporal Salary \$5,438.00
Correctional Officer Salary \$5,316.44
Correctional Officer Salary \$5,617.40
Road Sergeant Salary \$5,593.04
Election Deputy Salary \$4,240.00
Chief Deputy Salary \$4,962.83
Treasurer Salary \$5,506.42
Road Sergeant Salary \$5,563.48
Commissioner Salary \$5,506.42
Road Deputy Salary \$6,129.24
Correctional Officer Salary \$4,760.80
Finance Director Salary \$4,618.00
Assessor Salary \$5,506.42
Road Deputy Salary \$6,331.43
Driver Examiner Salary \$4,472.00
Clerk I Salary \$3,903.00
Commissioner Salary \$6,312.91
Metal Detector Salary \$1,015.00

Correctional Officer Salary \$4,403.00
E911 Admin Salary \$5,172.44
Corporal Salary \$6,207.08
Veterans Service Officer Salary \$2,270.00
Appraiser Clerk Salary \$3,558.00
Correctional Officer Salary \$4,539.96
Clerk Salary \$5,506.42
Weed Coordinator Salary \$4,412.00
Admin Assistant Salary \$3,658.00
Coroner Salary \$1,244.58
IT Director Salary \$4,678.00
Corporal Salary \$6,631.45
Victims Assistant Salary \$4,510.00
Road Deputy Salary \$5,097.96
Maintenance Salary \$4,443.00
Part-Time Treasurer Secretary Salary \$1,422.00
Correctional Officer Salary \$5,348.04
Undersheriff Salary \$6,263.00
Sheriff Salary \$6,172.67
Admin Deputy Salary \$3,608.00
Correctional Officer Salary \$5,769.20
Corporal Salary \$5,702.59
Fairgrounds Manager Salary \$2,630.00
Part-Time Fairgrounds Salary \$160.00
Chief Deputy Salary \$5,703.00
Maintenance Salary \$1,633.00
Metal Detector Salary \$870.00
Administrator Salary \$6,030.00
Recording Deputy Salary \$4,480.00
Corporal Salary \$5,544.80
Janitor Salary \$1,640.00
Road Deputy Salary \$6,250.18
Commissioner Salary \$6,312.91
4-H Program Assistant Salary \$4,497.00
Road Deputy Salary \$6,251.82
Road Deputy Salary \$6,384.62
Extension Office Assistant Salary \$3,558.00
Land Use Administrator Salary \$4,378.00
OEM Salary \$2,279.00
Chief Deputy Salary \$4,747.00
Appraisal Clerk Salary \$3,958.00
Correctional Officer Salary \$4,867.17
Road Deputy Salary \$5,814.06
Admin Assistant Salary \$4,630.00

Metal Detector Salary \$1,170.00
Captain Salary \$5,963.00

ROAD AND BRIDGE

Road Crew Salary \$4,240.00
Road Crew Salary \$4,600.00
Road Crew Salary \$4,240.00
Road Crew Salary \$4,720.00
Road Crew Salary \$4,240.00
Road Crew Salary \$4,180.00
Road Crew Salary \$4,180.00
Road Crew Salary \$4,540.00
Road Crew Salary \$4,300.00
Road Foreman Salary \$5,403.00
Road Crew Salary \$4,240.00
Road Crew Salary \$4,600.00
Road Crew Salary \$4,120.00
Road Crew Salary \$4,480.00
Road Foreman Salary \$6,523.00
Road Crew Salary \$4,180.00
Road Crew Salary \$4,240.00
Road Crew Salary \$4,180.00
Road Crew Salary \$4,360.00
Road Crew Salary \$4,300.00
Shop Secretary Salary \$4,623.00
Road Crew Salary \$4,300.00
Road Crew Salary \$4,240.00
Road Foreman Salary \$5,583.00
Road Crew Salary \$1,433.33
Road Crew Salary \$4,300.00

LANDFILL

Manager Salary \$4,798.00
Secretary Salary \$3,416.00
Operator Salary \$4,023.00

LIBRARY

Bookmobile Salary \$1,151.63
Bookmobile Salary \$1,571.81

PUBLIC HEALTH

Office Manager Salary \$4,300.00
Doctor Salary \$100.00
Tobacco Educator Salary \$4,095.00

WIC Educator/Nurse Salary \$4,095.00
Director Salary \$5,223.00
Part-Time Public Health Salary \$1,731.38
EPR Salary \$2,279.00

HUMAN SERVICES

IMT V Salary \$3,978.00
Case Aid II Salary \$3,609.00
Assistance PMTS Supervisor Salary \$4,790.00
Director Salary \$6,372.00
Caseworker III Salary \$5,558.00
Account Clerk Salary \$4,088.00
Admin Assistant Salary \$3,678.00
IMT II Salary \$3,609.00
IMT III Salary \$4,033.00
IMT IV Salary \$3,978.00
Caseworker I Salary \$4,671.00
IMT V Salary \$3,418.00
Caseworker I Salary \$4,996.00
Caseworker III Salary \$4,954.00

LINCOLN COUNTY PAYABLES

52248 Ascend, Notices \$6,100.00
52249 Capital One, Supplies \$217.50
52250 CCTPTA, Payment \$600.00
52251 CCTPTA, Fees \$185.00
52252 CenturyLink, Internet \$650.00
52253 CINTAS, Rental \$32.77
52254 CJ Services, Services \$2,250.00
52255 Flagler Coop, Fuel \$43.59
52256 Town of Genoa, Water \$1,200.00
52257 Hitchcock, Supplies \$250.00
52258 Hugo Postmaster, Box \$90.00
52259 Karval Community Club, Meeting \$25.00
52260 Quill, Supplies \$930.93
52261 State of Colorado, Billing \$377.76
52262 Stone Oil, Fuel \$1,209.00
52263 Vern's TV, Supplies \$30.00
52264 Wagner Equipment, Equipment \$1,170.58
52265 Witt Boys, Repairs \$70.76
DFT0002223 FNBO, Charges \$108.36
52358 AFLAC, Premiums \$4,072.45
52359 CHP, Insurance \$182,374.76
52360 Great-West, Deferred Comp \$8,300.00

52361 Inspira, Cafeteria \$220.00
52362 LC Treasurer, Unemployment \$843.80
52363 SEI, Retirement \$34,879.69
52266 21st Century, Repairs \$690.56
52267 Adamson Police, Supplies \$170.99
52268 All-Pro Forms, Notices \$1,849.25
52269 Amazon, Supplies \$2,186.17
52270 Auto-Chlor, Supplies \$11.25
52271 Baby Bear Hugs, Membership \$100.00
52272 BC Services, Medical \$1,255.31
52273 Big R, Program \$96.98
52274 Nathan Seymour, Services \$495.45
52275 Capital One, Equipment \$413.71
52276 John Carver, Fee \$1,500.00
52277 CDPHE, Certificates \$253.00
52278 Cengage Learning, Books \$334.29
52279 Center Point, Books \$974.75
52280 CINTAS, Rental \$32.77
52281 CNH, Parts \$1,362.45
52282 Collie Land, Gravel \$869.00
52283 Colorado Barricade, Signs \$1,530.00
52284 CSU Extension, Hotel \$135.00
52285 Colorado SOS, Class \$60.00
52286 Corporate Billing, Repairs \$1,692.38
52287 County Sheriffs of Colorado, Dues \$3,293.00
52288 CureMD, Fee \$548.00
52289 Danielle Dascalos, Marketing \$750.00
52290 Dell Marketing, Computer \$547.19
52291 DocuTek, Agreement \$650.00
52292 Ryan Erwin, Callouts \$30.00
52293 Wayne Ewing, Mileage \$336.96
52294 Jason Farley, Callouts \$315.00
52295 FNB Hugo, Files \$54.00
52296 Flagler Coop, Fuel \$37,545.29
52297 Town of Genoa, Water \$136.50
52298 George and Sons, Repairs \$885.48
52299 Will Glass, Services \$363.00
52300 LaTanya Hayden, Callouts \$90.00
52301 Hillyard, Maintenance \$3,639.78
52302 Hoffman Drug, Supplies \$229.41
52303 Inspira, Fee \$125.00
52304 Terry Jaques, Mileage \$382.59
52305 JeffCo Treasurer, Facility \$1,000.00
52306 Josie Jones, Callouts \$115.00

52307 Juvenile Assessment Center, Contribution \$1,522.00
52308 Karval Alumni, Contribution \$500.00
52309 Kimball, Parts \$43.00
52310 Lakeview Books, Books \$534.07
52311 Language Line, Services \$133.01
52312 Patrick Leonard, Services \$800.00
52313 Lincoln County, General Fund \$450,000.00
52314 LC R&B, Fuel \$2,463.78
52315 LC R&B, R&B Fund \$765,721.00
52316 Lingo, Services \$153.64
52317 Kristopher Lukins, Callouts \$520.00
52318 James Martin, Mileage \$985.59
52319 Wayne Miller, Mileage \$288.40
52320 MVEA, Power \$301.44
52321 NMS Labs, Testing \$169.00
52322 Office Works, Supplies \$704.47
52323 Osborne's, Supplies \$308.52
52324 Pace Systems, Software \$2,240.00
52325 Parmer's, Repairs \$601.67
52326 Peak Vista, Rent \$250.00
52327 Penworthy Company, Books \$136.85
52328 Plains Heating, Services \$160.00
52329 Psychological Resources, Evaluations \$300.00
52330 Quill, Supplies \$368.80
52331 Quill, Supplies \$705.36
52332 Quill, Supplies \$317.91
52333 Ranchland News, Ad \$76.00
52334 Dale Rostron, Callouts \$295.00
52335 Robert Safranek, Gravel \$1,188.00
52336 Salt Lake Wholesale, Equipment \$918.00
52337 Scheopner's, Water \$228.00
52338 Robbie Schenck, Callouts \$405.00
52339 Christine Schinzel, Mileage \$290.44
52340 S & C Printing, Supplies \$540.00
52341 SEI, Pension \$342,533.30
52342 Skaggs, Supplies \$612.00
52343 Southland Medical, Supplies \$673.31
52344 SHP, Reimbursement \$32,828.70
52345 Steel Corner, Parts \$944.92
52346 Structures, Project \$162,113.46
52347 Summit Food, Meals \$11,375.88
52348 Grasom, Supplies \$131.94
52349 Transwest, Repairs \$676.38
52350 Tri-County Fire, Contribution \$1,200.00

52351 Viaero, Wireless \$263.84
52352 Wagner, Equipment \$119,750.00
52353 Wex Bank, Fuel \$2,859.87
52354 Witt Boys, Parts \$3,483.54
52355 Carlos Leonard, Services \$5,150.00
52356 WZ Auto Glass, Parts \$653.87
52357 XESI, Charges \$640.56
DFT0002226 Amazon, Supplies \$213.30
DFT0002227 Amazon, Supplies \$103.49
DFT0002228 Amazon, Supplies \$104.74
DFT0002231 PEAC, Services \$563.72
DFT0002232 PEAC, Services \$206.34
DFT0002233 PEAC, Services \$200.07
DFT0002234 FNBO, Charges \$550.00
DFT0002235 FNBO, Charges \$111.08
DFT0002236 FNBO, Charges \$3,649.34
DFT0002237 FNBO, Charges \$1,686.76
DFT0002238 FNBO, Charges \$74.14
DFT0002239 FNBO, Charges \$67.26
DFT0002240 FNBO, Charges \$235.32
DFT0002241 FNBO, Charges \$2,221.05
DFT0002242 FNBO, Charges \$163.53
DFT0002243 FNBO, Charges \$347.15
DFT0002244 FNBO, Charges \$803.25
DFT0002245 FNBO, Charges \$1,330.79
DFT0002246 FNBO, Charges \$458.41
DFT0002258 FNBO, Charges \$7.89
DFT0002259 FNBO, Charges \$228.64
DFT0002260 FNBO, Charges \$390.98
DFT0002261 FNBO, Charges \$2,538.96
DFT0002262 FNBO, Charges \$846.98
DFT0002263 FNBO, Charges \$215.00
DFT0002264 FNBO, Charges \$215.00
DFT0002266 FNBO, Charges \$103.50
DFT0002267 FNBO, Charges \$425.01
DFT0002268 FNBO, Charges \$63.08
DFT0002269 FNBO, Charges \$461.01

LINCOLN COUNTY HUMAN SERVICES PAYABLES

71455 FNB Hugo, Fee \$6.70
71456 EC DHS, Services \$451.48
71457 Office Depot, Supplies \$38.81
71458 USPS, Postage \$126.00
71460 Express Toll, Toll \$22.17

71461 ESRTA, Phones \$642.55
FNBO DEC-25 ACH03 FNBO, Charges \$928.27
ACH02 Axiom, Services \$85.00
71462 Child Welfare, Rent \$420.00
FNBO ACH04 DEC-25 FNBO, Charges \$2,078.23
71463 LC Treasurer, Rent \$1,882.00
71469 CKLECC, Services \$373.72
71470 Express Toll, Toll \$5.40
71471 Employee, Mileage \$358.61
71472 FNBO, Charges \$60.93
71473 LC DHS, Services \$352.00
71474 Contract Work, Cleaning \$60.00
71475 Employee, Reimbursement \$35.25
71476 PEAC, Services \$184.50
71477 Tri Valley, Repairs \$53.27
71478 Verizon, Wireless \$226.50
71479 XESI, Services \$162.56
71480 Contract Work, Services \$703.00
DEC-25 ACH01 LC Treasurer, ACH \$14,907.51
71464 LC Treasurer, Unemployment \$123.49
71465 CHP, Insurance \$37,340.56
71466 SEI, Retirement \$3,972.62
71467 Great-West, Deferred Comp \$2,470.00
71468 AFLAC, Premiums \$501.41

After reviewing changes to the Lincoln County Personnel Manual, Mr. Jaques moved to approve the changes and adopt the manual, effective December 30, 2025. Mr. Safranek seconded the motion, which passed unanimously.

The Board reviewed the updates to the Lincoln County Employees' Pension Plan and Trust, and Mr. Safranek moved to approve them. Mr. Jaques seconded the motion, which passed unanimously.

Mr. Jaques moved to approve the 2026 pay schedules. Mr. Safranek seconded the motion, which passed unanimously.

The Board reviewed information regarding HB21-1286; energy performance for buildings, and briefly discussed its requirements.

Mr. Ewing called for the commissioners' reports. Mr. Jaques reported attending the District 2 and Landfill employees' Christmas party on December 24. He also discussed Hwy 63 with Bruce Walters and Mr. Ewing about closing the courthouse early.

Mr. Ewing reported that he and Mr. Piper met with Emergency Manager Ken Stroud on

December 18. They discussed his retirement and part-time position as an OEM consultant. Mr. Ewing attended the hospital board meeting that evening, where he reported on the CCI winter conference and a constituent's billing issues. He also informed them about the county's plan for the OEM position. Mr. Ewing and Chris Monks discussed washboards and ridges on District 1 roads; they planned to drive them on December 31. On December 19, Mr. Ewing and Mr. Monks addressed an employee's return to work and CDL driving tests; the following day, Mr. Monks reported that the two employees had passed. District 1 road crew members removed the Big Sandy Bridge detour fence on December 22. They used the weed eaters at the guardrails on Dewey Hill on County Hwy 109 near Genoa. He and a constituent discussed washboard roads. He reviewed the revised 2026 Fair Book and reported receiving individual bids for the Roundhouse flooring project. On December 23, Mr. Ewing set a password for the Colorado Judicial Forum and gave it to Mr. Piper. Mr. Piper told him Richie Bruno would provide a quote to paint the stripes on the Big Sandy Bridge. Mr. Ewing spoke with the same constituent about the hospital billing statement and reported that they were making progress. On December 24, Mr. Ewing, the other commissioners, and Mr. Piper agreed to close the courthouse at 3:00 p.m. on Christmas Eve. He attended the District 1 employee Christmas luncheon and enjoyed good food and conversation. Mr. Ewing and Mr. Monks discussed the 2026 asphalt projects and chip-sealing on December 29. They also made preliminary 2027 asphalt and overlay plans. Mr. Monks met with a company located south of Hwy 24 on Curtis Road that has clean, satisfactory chip rock.

Mr. Safranek reported that on December 20, he inspected the detour at County Hwy 109, where District 3 will replace a culvert. He and Judd Kravig discussed step-trenching and the fact that District 3 crew members aren't familiar with it or running an excavator. They asked Roy Brossman to do it, but Mr. Brossman expressed concerns about the liability. Mr. Safranek said they might try to hire him as a part-time employee or pursue other options. On December 24, Mr. Safranek attended the District 3 Christmas party. He and Mr. Kravig discussed patching the road and how long they would have to keep the detour open.

Mr. Piper provided a contract with Ken Stroud for part-time OEM consulting services from January 1 through April 3, 2026, at \$28 per hour. Miss Lowery had reviewed it and said the contract looked good. Mr. Ewing asked if Public Health would contribute anything; Mr. Piper said he could check.

Mr. Jaques moved to approve the employee contract with Ken Stroud for part-time OEM consulting services. Mr. Safranek seconded the motion, which passed unanimously.

Mr. Piper had received a request from the Kiowa Independent to bid on becoming Lincoln County's official newspaper. The Board agreed to wait until 2026 and solicit bids at one time. Since the Ranchland News is available to Lincoln County residents, the commissioners expressed concerns with the Kiowa Independent's distribution.

Mr. Piper, Jamie Giellis, and Bret Johnson drafted an email to Anne McCleave with the State

Historical Society requesting an extension on the Hugo Union Pacific Railroad Roundhouse grant, which is currently pending.

The group set meeting dates through June 2026 and then, with no further business to discuss, Mr. Ewing adjourned the meeting at 2:40 p.m. The next meeting will be at 9:00 a.m. on January 8, 2026.

Corinne M. Lengel, Clerk of the Board

Wayne E. Ewing, Chairman