

Board of County Commissioners of Lincoln County
Agenda for July 18, 2022

9:00 Call to order and Pledge of Allegiance

9:30 Tony Wernsman with W.W. Enterprises to discuss a voter service and polling center

11:00 William Arthur with Nestled Insurance Agency to present on the Attentive Preventative Care Platform

-To be completed as time permits-

1. Approve the minutes from the July 8, 2022, meeting
2. Review the June 2022 reports from the County Assessor, County Clerk & Recorder, County Sheriff, County Treasurer, and Public Trustee
3. Review the June 2022 Statement of Revenues and Expenditures for County General, Public Health, Capital Projects, Conservation Trust, E911, Landfill, Library, Lodging/Tourism, Human Services, Road & Bridge, and Individual Road Districts
4. Review the June 2022 reports from the Colorado Counties Casualty and Property Pool and Workers' Compensation Pool
5. Review a cost analysis regarding salaries
6. County Commissioner reports
7. County Attorney's report
8. County Administrator's report
9. Old Business
10. New Business

The Board of Lincoln County Commissioners met at 9:00 a.m. on July 18, 2022. Chairman Doug Stone, Commissioners Ed E. Schifferns and Steve Burgess, County Administrator Jacob Piper, County Attorney Stan Kimble, Clerk of the Board Corinne M. Lengel, Limon Leader reporter Stephanie Zwick, and commissioner-elect Wayne Ewing attended.

Chairman Stone called the meeting to order and asked Mr. Schifferns to lead the Pledge of Allegiance.

Mr. Burgess moved to approve the minutes from the meeting held on July 8, 2022, as submitted. Mr. Schifferns seconded the motion, which carried unanimously.

The commissioners reviewed the June 2022 Assessor, Clerk & Recorder, Public Trustee, Sheriff, and Treasurer reports and the General, Public Health, Capital Projects, Conservation Trust, E911, Landfill, Library, Lodging/Tourism, Human Services, and Road & Bridge Statements of Revenues and Expenditures for June 2022. While they looked over the June reports from the Colorado Counties Casualty and Property and Workers' Compensation pools, Mr. Piper told the commissioners that the latter showed three open cases, all regarding sheriff's officers' training.

John Mohan arrived at 9:20 a.m. to listen to the discussion with Tony Wernsman.

Mr. Burgess suggested skipping agenda item #5 until they had more time, so Mr. Stone moved forward with commissioner reports.

Mr. Burgess reported receiving a call from a resident about bad spots on County Road 109. He also received a call from a Land Use Board member about the commissioners' decision regarding Anthony Johnson's property on State Road 71. Mr. Burgess went to Genoa on July 11 to introduce the newest District 2 employee to the rest of the road crew. While there, he spoke with Bruce Walters about the issues they've had with residents damaging county roads. Afterward, he stopped at Mr. Kimble's office to give him the same information. Mr. Burgess had an idea regarding the clerk's election room and contacted Gary Elrick about office space in Limon and then called Mr. Stone and Mr. Schifferns about it. He also told Bruce Walters that the sheriff wanted two loads of roto mill for the substation in Limon. Mr. Walters called Mr. Burgess on July 12 to let him know one of their employees had given his two-week notice. They'd received an application from someone else, so Mr. Walters called the applicant, who accepted the position. Mr. Burgess went to Genoa, and he and Mr. Walters toured some of the roads north of town, where they found some spots that needed gravel. Mr. Burgess also stopped at the landfill; things were going well. On July 13, Mr. Walters sent Mr. Burgess pictures of the area where the landowner farmed County Road 3M's shoulders. Mr. Burgess noted it was a countywide problem and wondered how to address it. Mr. Burgess picked up a blowing trash complaint letter from a resident on July 14, signed by three neighboring landowners. The road crew continued to mow and work on roads and signs. Allen Chubbuck called asking for someone to push up dirt at the landfill, so Mr. Burgess told him they'd send a dozer out the following week. Ken Stroud called Mr. Burgess on July 15 to report a fire south of Arriba that burned about eighty acres. Mr. Burgess checked roads north of Arriba, including the

area that stemmed the complaint letter, on July 17. On the Eighteenth, he and Bruce Walters discussed mowing north of Arriba.

Mr. Stone had started his commissioner report, stating that on July 10, he talked to the same Land Use Board member that Mr. Burgess had about the property on State Road 71. However, Tony Wernsman with W.W. Enterprises arrived at that time to discuss the voter service and polling center addition to the clerk's office.

Mr. Wernsman explained that he'd made the preliminary drawings to match the front of the sheriff's office but that Mrs. Lengel had relayed the commissioners' concerns regarding the cost and possible problems of changing the roofline. The other option would be to put up a wall at the end instead, using the existing roof. He added that he hadn't done any calculations because his biggest concern was whether building codes required outside access. Mr. Wernsman also noted he would have to address the north wall's fresh air duct and fire suppression system. Mr. Mohan commented that Plains Heating would have to help determine what to do with the fresh air duct and that Nebraska Safety and Fire would have to come out and look at the fire suppression system. Mr. Wernsman felt it wouldn't be difficult to route the fresh air duct through the roof instead of the wall. Mr. Burgess stated that changing the roof would require moving the air conditioner units, and Mr. Wernsman agreed, saying he hadn't spent much time thinking about the roof since his main concern was the code. Mr. Stone didn't want to change the roof, and Mr. Wernsman felt his next step should be to check the building codes regarding the exterior doors. He said it might be possible to build a hallway to satisfy the code but remove the columns to give the room more space, using beams instead for the roof load. He asked if he should proceed, and the commissioners told him to go ahead. Mr. Wernsman and Mr. Mohan left at 9:50 a.m.

Mr. Stone continued his report, stating he'd received a call on July 11 about rough spots on county roads and had Judd Kravig fix them. Mr. Stone also received a call from Patrick Leonard about the EMS Council and Mr. Burgess about renting office space in Limon. Mr. Stone said they picked up their new trailer in Denver on July 12, and he attended the fair board meeting that evening. The road crew helped put in a cattleguard at Reids and will charge them for it. They had a loader in town on July 14 and some requests from residents for help, which they did. Mr. Stone said Judd Kravig dropped off some papers for him that day. He received a call from a resident on July 16 and then checked roads after the rain.

Mr. Schifferns reported talking to Mr. Burgess on July 11. He checked roads on July 12 and spoke to Ken Stroud about the fire on July 15, offering help from District 1 if needed. On July 16, Mr. Schifferns looked at the damage to the CRP ground after the fire and said it helped with the dust and the smell when it rained later that day.

The Board reviewed a cost analysis regarding salaries. Based on the county's current pay scales, Mr. Piper said the approximate cost for a mid-year cost-of-living raise for employees, excluding elected officials, was \$121,275. He'd also included the mid-year actual salaries for all

funds/departments compared to the mid-year projected salaries, which showed a positive difference of \$347,076.62.

Mr. Burgess moved to give all employees a mid-year cost-of-living “three-step” raise, excluding elected officials, effective July 1, 2022. Mr. Schifferns seconded the motion, which carried unanimously.

Mr. Piper had sent Ken Stroud a text message regarding the RETAC and EMS Council, and Mr. Stroud arrived at 10:15 a.m. to discuss them. Mr. Stroud explained that while the Plains-to-Peaks RETAC is a regional group comprised of Teller, El Paso, Lincoln, Cheyenne, and Kit Carson counties, the EMS Council is a local organization of medical and first responders. They have members from the hospital, law enforcement agencies, and fire and ambulance services. He said the group was created in the early 90s to start collecting funds and handling them as a clearing house for the RETAC. Their purpose is to help local agencies obtain funding for training or equipment to benefit the county. Mr. Stroud noted the Council didn’t set policy or require anything from the agencies. Mr. Kimble asked if bylaws or statutes guided the organizations, and Mr. Stroud said the Council had bylaws but that they were written based on statutes. Mr. Stroud said the Council’s secretary Mark Morrison was on vacation, but he’d speak with him when he returned. Patrick Leonard serves as the chairman, and Andrew Lorensen is the vice-chair.

Before leaving, Mr. Stroud said that statutory changes were coming in 2024 regarding ambulance licensure; each agency would have state and county compliance requirements. He added that if they standardized the state forms, it might streamline things better.

Mr. Kimble reported receiving the information Mr. Burgess sent regarding damaged county roads. He’d also spoken with the Yuma County attorney regarding the Mountain View Electric fiber optic project; as he’d assumed, the commissioners didn’t have much recourse in the matter since it didn’t involve county property or rights-of-way. Mr. Piper had forwarded information about landfill legislation from a La Plata County commissioner, so Mr. Kimble said he’d find out what they wanted from the Board. Lastly, Mr. Kimble suggested the commissioners set the subdivision regulations hearing for August 30 since Mr. Stogsdill had scheduled a Land Use Board meeting for August 16. Mr. Kimble promised to have the regs to the commissioners for possible discussion at the July 28 meeting.

Mr. Burgess asked Mr. Kimble if he would send letters to the landowners/farmers damaging county roads in District 2, and Mr. Kimble said he would. He also agreed to research the land ownership and have Mr. Stogsdill take pictures of the trash blowing from a property at County Road 3K onto neighboring properties.

At 11:00 a.m., William Arthur with Nestled Insurance Agency met with the Board to present information regarding the Attentive Preventative Care Management Platform, a Self-Insured Medical Reimbursement Program (SIMRP), with a preventative care emphasis. Mr. Arthur explained that a SIMRP is an employer-sponsored workplace program that allows employees to

upgrade their benefits package with a certified Preventative Care Program while reducing the employer's and employee's health care costs and expenditures. He assured the group the company didn't replace or disrupt current employee benefits; instead, they offered additional coverage often used in conjunction with existing benefits. Cigna, the twelfth largest health insurance company in America, got involved in the supplemental market to compete with AFLAC and could offer cheaper and more coverage because of its size. Attentive has been in business for six years and is a preventative care management platform with a specific set of benefits that creates tax savings for its members. Mr. Arthur explained that the program, developed under the Affordable Care Act, allows employees to opt either in or out. It is an integrated 105 plan for employees covered by major medical insurance who work a thirty-hour week and receive a W2. In addition to the tax savings benefits, the program offers a personal portal, a live environment, and a virtual assistant. DialCare has no copay or deductible, provides 24-7 access to certified physicians, doesn't affect health insurance claims, and includes teledentistry. Other options were couples counseling, mental health, addiction recovery, healthy lifestyles, and stress relief. There is no age limit, and elected officials qualify for the coverage. Mr. Arthur showed an example of an employee's paycheck, noting that the tax savings covered the cost of the Cigna premiums they had elected. Attentive had a standard \$115 fee per month; \$80 paid by the employee and \$35 covered by the employer.

Mr. Piper asked if the program affected social security benefits, and Mr. Arthur responded it did; an indexed average of the best thirty-five years the employee paid into social security.

Mr. Schiffers asked if an employee could continue the plan if they quit working for the county, but Mr. Arthur said that Attentive stayed with the county, while the employee could keep the Cigna coverage if they wanted to.

Mr. Burgess felt it wouldn't hurt to look further into the benefit and asked how much additional workload it would add to the county's finance director/payroll clerk. Mr. Arthur said it was merely like implementing AFLAC or the county's other benefits.

Mrs. Lengel asked if there were a required amount of coverage the employee would have to sign up for, but there was not. She also asked if the IRS would ultimately penalize people for paying less in taxes, but Mr. Arthur told her that the IRS hadn't challenged any of their customers because they helped create the program through the Affordable Care Act.

The Board asked Mr. Arthur to send the CPA journal article he'd mentioned, and Mr. Arthur offered to put together a proposal using the county's payroll data. After Mr. Arthur left, Mr. Piper said he'd like to know why Kit Carson County hadn't implemented the program yet, since they'd told him over two months ago they planned to. Mr. Stone offered to contact commissioner Dave Hornung and ask him.

Mr. Piper reported receiving a call from Candace Payne with the Council of Governments. Every five years, the county has to renew the agreement with COG to act as the pass-through agent for the Community Development Block Grant (CDBG) funds, and it was time to do so

again. Mr. Burgess moved to renew the agreement with the Council of Governments for Lincoln County to act as the pass-through agent for CDBG funds. Mr. Schifferns seconded the motion, which carried unanimously.

Mr. Piper had previously mentioned the COVID-19 retention credit but wasn't sure if the county qualified. He thought the county would have to show a twenty-five percent decline in revenue over multiple quarters during the pandemic but said he would contact the hospital's CFO, Angela Kobel, and get further information.

Mr. Piper informed the group that the county picnic would be Friday, July 22, from 11:30 a.m. to 1:00 p.m. He then asked if the commissioners wanted to continue the practice of closing the county offices at noon on the Friday of the fair, which they did.

Mr. Burgess brought up the election room addition, stating that he had an idea to present. He felt converting the commissioner meeting room/employee lounge into the Voter Service and Polling Center/judges' room/commissioner meeting room would be cheaper. If they put in a solid wall where the partition was and installed large windows in the clerk's office and the new wall, voters could use one room and the election judges the other. The commissioners could also use the old lounge for smaller meetings when the judges weren't using it. He'd checked on vacant space in Limon at the old 7-11 store, and Gary Elrick told him he would rent an office for \$600 a month, including utilities. Mr. Burgess felt they could use it for a coroner's office. He then suggested moving the Land Use Administrator to the office the coroner currently uses and converting that area of the administrator's office into a meeting room for the commissioners when they had a larger crowd. Mr. Burgess's last comment was that he still felt they would have to enclose the end of the alcove to keep the dirt and debris from blowing into the area.

Mrs. Lengel reminded the commissioners that they had known it wouldn't be cheap and had budgeted \$200,000 for the project. She felt it would be more reasonable and cost-effective to utilize an empty, non-used area than to remodel two rooms and displace several people from their current offices. Mrs. Lengel remarked that once built, voters would use the election room for the duration of the courthouse, but future commissioners might one day need to use the lounge or commissioner meeting room for something else. Although she appreciated Mr. Burgess's thoughts on the matter, Mrs. Lengel still felt the best option was to go forward with the project as planned. Before making further decisions, the Board agreed to wait and see what Mr. Wernsman learned regarding the building codes.

Mr. Burgess moved to sign the Work Order Form with W.W. Enterprises for Tony Wernsman's work designing an election room for the clerk's office. Mr. Schifferns seconded the motion, which carried unanimously.

Mr. Burgess said Patrick Leonard asked if he could start buying the tires for the Weed Control vehicle himself instead of getting them from the county shop; he claimed he could get them cheaper than the company the county used. Mr. Stone said he thought it would be okay, but only if Mr. Leonard paid less than Mr. Monks currently pays for tires.

Mr. Burgess asked if the county should have another free landfill day, as there were a couple of locations/families in Limon that could use help. If not, he wondered if it would be possible to waive the landfill fees for a few people who struggled more than others in the current economy. Mr. Stone recommended that Mr. Burgess talk to Town of Limon Administrator Greg Tacha first.

Mr. Stone asked for clarification of the county's policy regarding allowing new employees to operate mowers and maintainers if they didn't have their Commercial Drivers' Licenses. Mr. Burgess was sure the personnel policy stated it, but Mr. Piper thought the stipulation might only be in the Road & Bridge job descriptions. Mr. Stone commented they might be able to keep employees longer if they put them to work on equipment rather than having them do menial tasks until obtaining their CDL. Mr. Burgess said he'd asked the others' permission at the previous meeting to allow one of his new hires to run a mower, and they'd told him it was fine. Mr. Piper looked through the policy but couldn't find anything explicitly stating CDL requirements for Road & Bridge employees, except in the drug and alcohol policy. Mr. Burgess and Mr. Stone said they'd speak with their road supervisors to find out where they got the information. Mr. Kimble believed the commissioners could safely allow their workers to operate specific equipment if nothing in the policy prohibited it before obtaining their CDL.

With no further business to come before the Board, Mr. Stone adjourned the meeting at 12:30 p.m. The next meeting will be at 9:00 a.m. on July 28, 2022.

Corinne M. Lengel, Clerk of the Board

Doug Stone, Chairman