

Board of County Commissioners of Lincoln County
Agenda for October 30, 2023

- 9:00 Call to order and Pledge of Allegiance
- 9:00 Ken Stroud, Emergency Manager, to discuss the recent meetings with FEMA regarding the flooding disaster areas
- 9:30 Lincoln County Elected Officials to discuss salary categories for elected county officers
- 10:30 Mike Vaughn with the Hugo Fire Protection District to discuss county property
- 11:00 Elier Gil to discuss a development permit
- 11:30 Review and act upon Resolution #1108; a Resolution for an exemption from the Lincoln County Subdivision Regulations for Steven Sitton

-To be completed as time permits-

1. Approve the minutes from the October 18, 2023, meeting
2. Review and act upon Resolution #1107; a request for the renewal of the ambulance service license for the Tri-County Fire Protection District
3. Review a bid proposal from JCOR Mechanical Inc. regarding the installation of a garbage disposal in the Lincoln County Jail
4. Review and act upon a Memorandum of Understanding between members of the 18th Judicial District regarding reimbursement for expenses related to the creation of the district attorney's office in the 23rd Judicial District
5. Review and act upon a project completion report regarding Community Development Block Grant funding
6. Review and act upon multiple credit card limit change request for employees in the Treasurer's Office
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 October 30, 2023. Chairman Doug Stone, Commissioners Steve Burgess and Wayne Ewing, County Administrator Jacob Piper, County Attorney Stan Kimble, and Clerk to the Board Corinne M. Lengel attended. Limon Leader reporter Stephanie Zwick attended until 11:50 a.m., and Nyal Smith attended the meeting from 9:10 a.m. until 11:25 a.m.

Chairman Stone called the meeting to order and asked Mrs. Lengel to lead the Pledge of Allegiance.

Emergency Manager Ken Stroud met with the Board to discuss the recent meetings with FEMA representatives regarding the flooding disaster areas, although he didn't have much new information. He had started calculating the reimbursements and had compiled a list of materials and equipment used to date, but he still needed to attach dollar amounts. Mr. Stroud said he needed to speak with FEMA program manager Donna Jones again, and District 1 still had to collect data. SBA planned to set up at the fairgrounds to meet with anyone affected by the June flooding to determine eligibility.

Mr. Burgess said Bruce Walters told him the county wouldn't have to hire an engineer to build the low-water crossing in District 2 if the Army Corps of Engineers said it wasn't required. Mr. Ewing also mentioned changing the waterway on County Road 2G, and Mr. Stroud hoped Ms. Jones could answer some of those questions.

Mr. Ewing asked if there was much interest in the SBA, and Mr. Stroud said he'd contacted the town managers of Limon and Hugo. Unfortunately, he has more questions than answers right now.

Mr. Stroud left, and Mr. Burgess moved to approve the minutes from the meeting held on October 18, 2023, as submitted. Mr. Ewing seconded the motion, which carried unanimously.

Mr. Piper said everything appeared to be in order regarding the Tri-County Fire Protection District ambulance service license, and Mr. Burgess moved to adopt a resolution renewing it. Mr. Ewing seconded the motion, which carried unanimously.

At a regular meeting of the Board of County Commissioners of Lincoln County, Colorado, held in Hugo, Colorado, on October 30, 2023, there were present:

Douglas D. Stone, Chairman	Present
Steve Burgess, Vice Chairman	Present
Wayne Ewing, Commissioner	Present
Stan Kimble, 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 #1107 It was moved by Commissioner Burgess and seconded by Commissioner Ewing to adopt the following resolution:

WHEREAS, pursuant to the Colorado Emergency Medical Services Act, Section 25-315.101, et seq., C.R.S., the Board of County Commissioners has the authority to establish requirements for the inspection, licensure, and operation of ambulance services, ambulance personnel, and ambulance vehicles operating in the county; and

WHEREAS, the Lincoln County Commissioners adopted Resolution #651 and thereby established rules and regulations governing the licensure of ambulance services operating within Lincoln County; and

WHEREAS, the Tri-County Fire Protection District has presented the Board of County Commissioners with an application to license the ambulance service and to permit their ambulance as a basic life support vehicle; and

WHEREAS, upon review the Board of County Commissioners determined that the documentation presented met the rules and regulations established under Resolution #651.

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Lincoln County that the Tri-County Fire Protection District is hereby authorized to provide ambulance service in Lincoln County with a basic life support ambulance.

Upon roll call the vote was:

Commissioner Ewing, Yes; Commissioner Burgess, Yes; Commissioner Stone, Yes.

The Chairman declared the motion carried and so ordered.

Board of County Commissioners
of Lincoln County

ATTEST:

Clerk of the Board

The Board reviewed a \$4,630 bid from JCOR Mechanical, Inc., to install a garbage disposal at the Lincoln County jail. The appliance was \$1,800, and Mr. Burgess said the job would also require an electrician to wire it, bringing the total to roughly \$7,000. The commissioners thought the quote was high, but Mr. Burgess moved to approve it. Mr. Ewing seconded the motion, which carried unanimously.

The group discussed it a little more, and Mr. Burgess called John Mohan to gather more information. While he was on the phone, Treasurer Jim Covington, Assessor Jeremiah Higgins, and Sheriff Tom Nestor arrived for the 9:30 discussion. When Mr. Burgess told the sheriff they were discussing the garbage disposal, Sheriff Nestor looked at the proposal and said he'd like to solicit another bid from local plumber Nick Stewart if he was interested.

Mr. Burgess moved to withdraw his motion accepting the JCOR Mechanical, Inc. bid, and Mr. Ewing seconded the motion, which carried unanimously.

Mr. Burgess asked if they could discuss agenda item #6 while Mr. Covington was there. The treasurer had requested increases in his two employees' county credit card limits from \$500 to \$1,500. He also asked to increase his limit from \$3,000 to \$5,000. Mr. Covington said he buys paper for the county offices, and \$3,000 wasn't enough if he had other charges on the account. Mr. Ewing moved to approve all three credit limit increases. Mr. Burgess seconded the motion, which carried unanimously.

Mr. Covington asked what brought on the discussion of salary categories for elected officials, and Mr. Burgess said it was his idea. He noted he had no dog in the fight since he wasn't running for re-election, but the commissioners saw that employees in some departments made close to or more than their election official department head. Nine counties passed legislation this year to change salary categories, so Mr. Burgess contacted Eric Bergman with CCI to determine the process. Mr. Bergman told him it would require a legislator to carry a bill.

Mr. Covington said he made enough and didn't care that his chief deputy made more money than him. He added that if the commissioners proceeded, they should increase Mr. Piper's salary as well as the rest of the county employees. Mr. Burgess said they had given sizable raises last year and that changing the county category wouldn't take effect for two or three years if they did pursue it. Mr. Covington said he felt he always took money out of the county's accounts to cover expenses and hadn't started a new investment in three or four years.

Sheriff Nestor disagreed with Mr. Covington and said there wasn't a Category V county anywhere on the I-70 corridor from Utah to Kansas. The undersheriff's salary will surpass the sheriff's next year, and the captain's isn't far behind. Sheriff Nestor questioned why an employee would want to run for office, taking on those leadership responsibilities, if they make more money. He added that it didn't matter to him; he chose the career because he loved law enforcement. However, doing it for those who come after would help keep up with the changing environment. While he understood the budget constraints, he felt the county was in good financial shape.

Mr. Higgins agreed with both points and said he didn't envy the commissioners' decision.

Mr. Burgess commented that a 2024 ballot measure was already in the works dictating that property taxes couldn't increase more than four percent per year. He said \$18 to \$20 an hour wasn't a good wage in this economy, and the county had to keep up.

Mr. Covington noted that officers winning their elections in 2026 would get the cost-of-living adjustment in 2027, except for the two commissioner seats up for election next year. They would get the raise in 2025.

Mr. Burgess asked Mrs. Lengel's opinion, and she agreed with the others; it was a difficult decision, and she saw both sides. She believed the younger generation looked at salaries and employment longevity differently than her age group and might not consider running for office if they already made the same, or a comparable, wage as the elected official. Mrs. Lengel said it wouldn't hurt to look into it.

Sheriff Nestor appreciated the discussion, and Mr. Burgess said the county was fortunate to be where it was.

Mr. Piper noted that departments almost always return more funds at the end of the year than what they budget, which is also helpful. He added that something else to consider is that the cost of turnover is exceptionally high. Almost a quarter of the employees who leave never contribute to the pension plan, nor do they take the HSA/high deductible insurance plan, which saves the county money.

Mr. Stone commented that the county had to be competitive, and the sheriff thought it was almost more important to work on employee retention. Of course, that usually meant higher wages and better benefits. Mr. Stone wasn't sure how it would go over with the public, but Sheriff Nestor said he'd talked to several constituents who were more receptive than one would think. The same problem is happening with employee retention everywhere.

Mr. Ewing said the people he'd talked to said all the elected officials' salaries should be the same except the sheriff's. Sheriff Nestor advocated for all elected officials and said he wouldn't want any of the other positions, and they were all equally worthy. He favored looking into it, and Mr. Higgins and Mrs. Lengel agreed.

Mr. Stone asked Mr. Covington if he would be more receptive if he weren't the treasurer and close to retirement. Mr. Covington admitted he might.

Mr. Ewing produced a spreadsheet regarding 2024 and 2025 elected official salaries that he'd received in an email but couldn't find the email to see where it originated. After reviewing the spreadsheet, Mr. Burgess said he would contact Mr. Bergman again and see if he could provide more information.

Sheriff Nestor said Nick Stewart had texted him back and would bid on the garbage disposal project.

Mr. Covington, Mr. Higgins, and Sheriff Nestor left at 10:15 a.m.

Mr. Piper said he should have the 2024 budget ready for review at the next meeting.

Although the commissioners had already reviewed the Memorandum of Understanding between members of the 18th Judicial District regarding reimbursements related to creating the 23rd Judicial District, Mr. Piper said it needed a signature. Mr. Burgess moved to approve the MOU, Mr. Ewing seconded the motion, and it carried unanimously.

Mike Vaughn, vice president of the Hugo Fire Protection District, arrived for his appointment at 10:25 a.m. The fire board had discussed building a new firehouse for two years and tried to find the best location visible to the public. They found some land, but since they are a district, they couldn't give above-appraised value for it. Mr. Vaughn said they've also worked with the railroad, which is always a slow process, but it's been a year and a half with no results. There is some property on the east end of Hugo that they feel is a viable option, and they are working with the three landowners to complete the transaction. K.C. Electric and HIP agreed to donate their third share, but the other landowner is a private party. Mr. Vaughn said they would likely go with that option, but there's only enough room for the firehouse, not the training center they hope to add. He asked if the county would donate three to five acres of land behind the courthouse if the other deal fell through.

Mr. Burgess asked if building the firehouse on the south side of the railroad tracks was a good idea when the hospital is north of the tracks. Mr. Vaughn said most of their responders are south of the tracks, anyway. He added that they would keep their current building on the north side of town that would house an ambulance and pumper truck.

Mr. Stone asked how many acres the county owns behind the courthouse, and Mr. Burgess said there were approximately ten. He mentioned water and sewer connections, and Mr. Vaughn told him they usually fill their water tanks there or at the town wells.

The commissioners had no problems with donating three to five acres of county property behind the courthouse, and Mr. Burgess said he would prefer the fire department built more on the south side in case the county ever needed to expand the facility. Mr. Vaughn thanked the Board and said several grant opportunities were opening soon, so they wanted to be prepared with a location. He again said they would probably accept the 9th Avenue property but wanted another option as a backup.

Mr. Vaughn left, and Mr. Ewing moved to approve the Community Development Block Grant funding project completion report. Mr. Burgess seconded the motion, which carried unanimously.

Mr. Burgess reported going to Genoa on October 19. He and Bruce Walters looked at roads north of Arriba, which are extremely dry and hard to keep smooth. He felt they would have to grade them more often during harvest time. The District 2 crew worked on the road to the Bovina Cemetery, mowed, and hauled gravel into numerous ruts. A farmer called Mr. Burgess to say he'd knocked down a Yield sign, so Mr. Burgess informed Mr. Walters, who promised they'd fix it. Mr. Burgess attended the Farm Bureau meeting in Hugo on October 21 and

reported a small crowd with only twenty adults and ten kids. They discussed the wolf reintroduction and how landowners needed to document everything in the event of an attack to receive state reimbursement. Mr. Burgess went to Genoa on October 23 and talked to Mr. Walters about their FEMA projects. The representatives postponed the tour until Thursday but wanted to look at the low-water crossings on County Roads 41 and 46. Mr. Burgess stopped at the landfill, where they were still moving dirt. He told Allen Chubbuck they would only need McCormick to work another two days. Mr. Burgess talked to Jess Solze about running a camera down the pipe at the landfill. Mr. Solze wasn't available until December; he charged \$450 an hour and thought it would take about three hours. Mr. Burgess spoke with Mr. Walters on October 24 and worked on estimates for the FEMA projects. They had damaged pipes on County Road 3V, County Road 38 north and south of County Road 4C, and low-water crossings on County Roads 41 and 46. He also attended the PDC meeting via Zoom on the Twenty-fourth and talked to Mr. Piper about the bridge on County Road 33. Mr. Burgess worked on items the county could use as its in-kind contribution. On October 25, Mr. Walters picked up copies of the estimates Mr. Burgess completed. Mr. Burgess took his laptop to Mr. Piper for the AFLAC meetings and then talked to Travis Miller about the bridge on County Highway 109 south of the courthouse. Mr. Burgess spoke with Mr. Walters again on October 26, who told him FEMA reps said to contact the Army Corps of Engineers regarding the sites where they wanted to add pipe or low-water crossings. Mr. Burgess talked to Emergency Manager Ken Stroud, who planned to obtain more information from FEMA program manager Donna Jones. Weed Control Coordinator Patrick Leonard called Mr. Burgess about the Ford 550 truck, which he took to a Colorado Springs Ford dealer, who told him it needed a new turbo and many other repairs totaling approximately \$9,400. Mr. Leonard asked them for a printout of their findings. Mr. Burgess toured roads on October 27 and noted the road crew did a good job mowing. He went by the landfill, but they hadn't moved more dirt. Brenda Howe had checked other landfills' prices and found that some charge considerably more than Lincoln County. She planned to put together a price sheet for the commissioners.

Mr. Ewing reported attending the hospital financial meeting on October 18. They explained the process from pre-approval and admittance to final payment, whether via insurance, Medicare, or cash, and the various hoops they go through. On October 23, Mr. Ewing talked with Chris Monks about the upcoming FEMA tour and road damages, their new blade operator, and mowing. He also spoke with Mr. Stroud about the FEMA tour and possible SBA announcements, which looked promising. Mr. Ewing discussed the FEMA tour with Mr. Monks again on the Twenty-fourth, and the Twenty-fifth, Mr. Monks told him they'd checked some of the roads up to County Road 2P, and he had to measure the damage south of Arriba. Mr. Ewing reported that Cody Jolly contacted him on October 27 about Mountain View Electric trenching on his CRP ground. Mr. Jolly told Mr. Ewing he violated his CRP contract but stopped the Mountain View contractors. They never contacted him before starting work. Ken Stroud told him the county received the SBA Disaster Declaration of a Rural Area of Colorado approval. Mr. Stroud had informed the landowners at County Roads 3E and 20.5, who experienced flooding during the June storms, about the SBA loan opportunities. Mr. Ewing received their contact information, which he forwarded to Mr. Monks to plan property entry and work to prevent further flooding. Mr. Ewing reported that it snowed on October 28 and 29, and he talked to Mr. Monks about

plowing. Mr. Monks said they had plowed County Highway 109 north to I-70 and County Road 2W west to State Road 71, and everything was melting.

Mr. Stone reported talking to Judd Kravig on October 23. The District 3 crew was still mowing. He spoke with Mr. Kravig again on the Twenty-fourth; the FEMA reps had postponed their tour. On October 25, Mr. Kravig met with the representatives, who took pictures of County Road T. Mr. Stone spoke with Cody Jolly about the Mountain View Electric fiber project on October 27 and checked roads south of Karval on the Twenty-eighth. He reported they had a couple of inches of snow.

Elier Gil arrived at 10:40 a.m., Land Use Administrator Ty Stogsdill shortly before 11:00, and Steven Sitton about five minutes later.

The Board reviewed Mr. Gil's Development Permit Application #23-04 for a residence at the corner of State Road 94 and County Road 5. Mr. Gil had worked for High Mesa Sod Farm owner Donald Johns for twenty-seven years, and Mr. Johns gave the forty-acre parcel to Mr. Gil as a bonus for his years of service. The Land Use Board had unanimously approved the application with no conditions other than having questions about the well. They asked that Mr. Gil set the house one hundred feet from the well, but Mr. Stogsdill said it was a state regulation.

Mr. Burgess moved to approve Development Permit Application #23-04 for Elier Gil's residence at State Road 94. Mr. Ewing seconded the motion, which carried unanimously.

Mr. Stogsdill presented copies of Subdivision Application #23-03, an exemption from subdivision regulations on a 45.45-acre parcel in Section 13, Township 9 South, Range 54 West of the 6th P.M., filed by Steven Sitton. The Land Use Board had asked that the county commissioners approve subdivision exemptions as long as the applicant followed the public notice guidelines.

Mr. Ewing moved to adopt a resolution creating a 45.45-acre parcel in Section 13, Township 9 South, Range 54 West of the 6th P.M. and exempting the property from the Lincoln County subdivision regulations. Mr. Burgess seconded the motion, which carried unanimously.

At a regular meeting of the Board of County Commissioners of Lincoln County, Colorado, held in Hugo, Colorado, on October 30, 2023, there were present:

Douglas D. Stone, Chairman	Present
Steve Burgess, Vice Chairman	Present
Wayne Ewing, Commissioner	Present
Stan Kimble, 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 #1108 It was moved by Commissioner Ewing and seconded by Commissioner Burgess to adopt the following resolution:

A RESOLUTION BY THE BOARD OF COMMISSIONERS OF LINCOLN COUNTY, COLORADO, ACKNOWLEDGING THE CREATION OF AN APPROXIMATELY FORTY-FIVE (45) ACRE PARCEL OF REAL PROPERTY AND EXEMPTING THE PROPERTY FROM THE LINCOLN COUNTY SUBDIVISION REGULATIONS

WHEREAS, an application has been made by Steven Sitton from the Lincoln County Subdivision Regulations on a parcel of land, approximately forty-five and forty-five one hundredths (45.45) acres in size more or less, in Lincoln County described as follows:

A PARCEL OF PROPERTY LOCATED IN SECTION 13, TOWNSHIP 9 SOUTH, RANGE 54 WEST OF THE 6TH P.M., COUNTY OF LINCOLN, STATE OF COLORADO, BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT THE NORTHWEST CORNER OF SAID SECTION 13 AND CONSIDERING THE WEST LINE OF THE NORTHWEST QUARTER OF SAID SECTION 13 TO BEAR S00°14'14"W, WITH ALL BEARING CONTAINED HEREIN RELATIVE THERETO.

THENCE S00°14'14"W, ALONG THE WEST LINE OF THE NORTHWEST QUARTER OF SAID SECTION 13, A DISTANCE OF 690.35 FEET; THENCE S89°45'23"E, A DISTANCE OF 2628.72 FEET; THENCE N00°36'52"W, A DISTANCE OF 819.41 FEET TO A POINT ON THE NORTH LINE OF THE NORTHWEST QUARTER OF SAID SECTION 13; THENCE S87°25'18"W, ALONG THE NORTH LINE OF THE NORTHWEST QUARTER OF SAID SECTION 13, A DISTANCE OF 2619.70 FEET TO THE POINT OF BEGINNING;

SAID PARCEL CONTAINING 45.45 ACRES, MORE OR LESS.

WHEREAS, the request for this exemption did not include a request for a change of use of the property; and

WHEREAS, under Section II-27-D-Subdivision, the Board of County Commissioners may exempt from this definition of the terms "subdivision" and "subdivided land" any division of land if the Board of County Commissioners determines such division is not within the purposes of this article.

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Lincoln County that the above described parcel be excluded from the provisions of the Lincoln County Subdivision Regulations so long as there is not a change in the present use of the property.

BE IT FURTHER RESOLVED that this exemption from the provisions of the Lincoln County Subdivision Regulations excludes any future division of the property without subsequent approval by the Board of County Commissioners.

Upon roll call the vote was:

Commissioner Ewing, Yes; Commissioner Burgess, Yes; Commissioner Stone, Yes.

The Chairman declared the motion carried and so ordered.

Board of County Commissioners
of Lincoln County

ATTEST:

Clerk of the Board

Mr. Stogsdill told Mr. Sitton that the assessor's office would receive the information after the clerk's office recorded the resolution.

Extension Agent Emily Bailey arrived at 11:10 a.m. to answer questions the commissioners might have regarding Mr. Stogsdill moving his office to the annex. Mr. Stogsdill said he felt uncomfortable being in the office he shared with Mr. Piper when there is so much HR information and interaction there. Mr. Burgess asked Mrs. Bailey if there was room for the Land Use office at the annex, and she said Mr. Stogsdill could use the office that Amelia Sharp recently vacated. Mrs. Sharp's replacement worked in a different area. Mr. Burgess asked if they would have to change the phone number, and Mrs. Bailey said the new phones were internet-based and that an employee could plug their phone into any computer, and it would work. Mr. Stone thought it was fine as long as everyone else agreed.

Mr. Stogsdill said he would wait until January but begin advertising the move in November. He said he also had a lot of web-based training this winter and would have more privacy with an office where he could close the door. Lastly, Mr. Stogsdill said he could hold Land Use meetings at the annex instead of having to open the courthouse.

Mr. Burgess asked if Mo's Construction fixed the concrete at the annex, and Mrs. Bailey said they had. Mr. Ewing wanted to know if they made it to the fairgrounds to repair the cement outside the Ellis Allen building. Mr. Piper said they had but ran into some problems.

Elier Gil and Steve Sitton left at 11:20 a.m.

Mr. Kimble asked Mr. Stogsdill to stay for a portion of his report. Mr. Stogsdill had talked to him about the landowners' request that Mountain View raise the transmission lines on county rights-of-way to twenty-one feet. Mr. Kimble said he thought the county had the authority but had several questions and contacted the Yuma County attorney about them. He had concerns

about who paid to raise the lines or if the commissioners could order the utility company to do it. Or would they become a non-conforming use? He also questioned if it mattered if the PUC were involved. Mr. Kimble noted that the county owns the rights-of-way but that others can use them, and he didn't know if there were other ramifications to raising the lines.

Mr. Stogsdill said that Mountain View kept saying if they had a map of CRP ground, they would call the landowners and discuss it, but they couldn't find such a map.

Mr. Kimble told the commissioners they could be sympathetic and help as much as possible, but it might be out of their hands. He added that the wind energy companies never seemed to have as much trouble working with landowners as Mountain View had.

Mr. Stogsdill said it had something to do with the plow line and installing the fiber beneath it. If it was too deep, it affected the CRP compliance somehow.

Mrs. Baylie and Nyal Smith left at 11:25, and Mr. Stogsdill followed suit at 11:30.

Mr. Kimble continued his report, stating that Mr. Piper had sent him the 2024 attorney's employment contract, which he returned with no changes. He informed the group that he had resigned from his position as the town attorney in all municipalities and hoped it meant he would do a better job for the county. He noted he would help the towns until they hired replacement attorneys. The commissioners thanked Mr. Kimble and said they were happy to employ him for at least another year.

Mr. Piper reminded the Board that the county needed to spend the remaining ARPA money by December 31, 2024, although they could file claims through 2026. The commissioners had considered allocating some to the Karval water project and some to the town of Limon for its water project.

Mr. Piper planned to attend a Pinnacle meeting to hear about liability and workers' compensation insurance. Although several counties were switching from CTSI to Pinnacle, he had numerous questions and felt it worth his time to meet with their representatives next Wednesday. It might also be worthwhile to discuss it with other county officials at the winter CCI conference. He admitted that CTSI had other benefits, such as the provision that a county could speak with an attorney without paying extra, which he'd used a couple of times.

Mr. Stone called for other business, and Mr. Burgess asked for an opinion on giving the landfill the District 2 John Deere mower instead of trading it for a new mower next year. He could get \$6,025 toward a new one, but the landfill needed something besides the old Rhino they had. He said they could take the money from the landfill budget or Capital Projects next year, and Mr. Stone and Mr. Ewing agreed.

Mr. Burgess brought up the county vehicles they needed to sell and asked if they should offer them to county employees first. The Board agreed to sell the Ford F250 for \$1,500, the Chevy

half-ton and 1994 Ford for \$1,000 each, and the Human Services car for \$3,000. Mr. Burgess said District 2 also had an old trailer with a propane tank that two or three of his employees expressed interest in. He felt it was worth \$300 or \$400. The question arose about what would happen if more than one employee wanted to buy the vehicles, but no one had a definite answer. Mr. Kimble commented that he didn't think the county had a policy that it *couldn't* sell county property to its employees, but it might become a political issue. The Board agreed the county never got what the vehicles were worth when they tried to sell them via sealed bid.

Mr. Burgess offered his road crew to Mr. Stone if District 3 needed help with trucking. Mr. Stone appreciated it but thought they were okay for now.

Mr. Burgess again addressed the issue of finding help. He asked Mr. Kimble if Road & Bridge could provide vehicles to employees if, say, someone lived in Limon but had to drive to Karval to work. Mr. Kimble believed the county could explore all reasonable alternatives the commissioners could imagine.

Mr. Ewing had asked Mrs. Lengel if James Martin found information on the recording system she'd mentioned in an earlier meeting. She provided the \$400 estimate Mr. Martin gave her from B & H Photo and said it was much less than expected. After reviewing state statutes and Secretary of State rules, she and her staff learned that election watchers do not have the privilege of hearing conversations between election judges and staff, only between judges and voters. Mrs. Lengel wasn't sure if they would pursue the project but would keep it in mind.

Mr. Burgess called Patrick Leonard to come and discuss the weed truck, and Mrs. Zwick left at 11:50 a.m.

Mr. Leonard arrived at noon and said he went to the Phil Long Ford dealership in Colorado Springs because he'd received a recall notice. They fixed the issue that prompted the recall; however, during that time, they found several other problems. The Board agreed to get another opinion from Interstate Diesel before spending almost \$10,000 to fix the truck.

Mr. Leonard left at 12:10 p.m., and the commissioners approved the October 2023 payroll.

Mrs. Lengel and Mr. Piper left, but Mr. Burgess asked Mrs. Lengel to return at 1:05 p.m. Mr. Piper was in the meeting room with Mr. Stone, Mr. Burgess, and Mr. Ewing.

Mr. Stone asked Mr. Piper if he were due a step raise next year, and when he said he wasn't, Mr. Burgess said they'd decided to move him to Level 7, Step 8 on the pay scale. Mr. Piper reminded him that the Board had already given him a two-step increase, which, by policy, could only occur one time per employee. Mr. Burgess said the commissioners had discussed it and agreed with the earlier comments the elected officials had made about Mr. Piper's value to the county. They wanted to compensate him for it.

Mrs. Lengel suggested eliminating the policy that a previous board of commissioners started because of one department several years ago. Mr. Stone said he had never thought it made sense. Mrs. Lengel said they could monitor promotions, as they did during the budget process each year, and if it became a problem again, they could reinstate the policy. Mr. Piper noted that it wasn't in the personnel policy but rather a part of the county's pay scale definitions.

Mr. Burgess moved to eliminate the policy stating a department head could only grant an employee one two-step salary increase in their tenure and to move Jacob Piper to Level 7, Step 6, or \$5,610 per month, starting January 1, 2024. Mr. Ewing seconded the motion, which carried unanimously.

Mr. Stone adjourned the meeting at 1:15 p.m. The next meeting will be at 9:00 a.m. on November 8, 2023.

Corinne M. Lengel, Clerk to the Board

Doug Stone, Chairman