

Phillips County Commissioner
Reorganization Meeting Minutes¹
January 9, 2026

Call to order

Chairman Tom Timm called the Reorganization Meeting of the Phillips County Commissioners to order at 10:58 a.m. on January 9, 2026, at the County Courthouse in the Commissioner meeting room.

County Attendees

Chairman Tom Timm, Commissioners Garold Roberts and Terry Hofmeister, Administrator/Planner Andrew Nygaard, and County Clerk Beth Zilla

Additional Attendees

Janelle Krueger

Additions or Corrections to the Agenda

None presented.

Approval of Agenda

Hofmeister moved to approve the agenda as presented. Roberts seconded the motion, which carried unanimously.

Reorganization Meeting

Hofmeister moved to appoint Garold Roberts as Chairman of the Phillips County Board of County Commissioners for 2026. Timm seconded the motion, which carried unanimously.

Hofmeister moved to approve **Resolution 2026-01-09-01** approving the organization of county operations, the establishment of official holidays and the establishment of regional board appointments, amending the mileage reimbursement to \$0.60/mile. Timm seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS, the Board of County Commissioners of Phillips County, State of Colorado, has convened a duly and lawfully called regular meeting on the 9th day of January 2026; and,

WHEREAS, the Board desires to establish official holidays, designate representatives to regional boards, and set administrative duties to ensure adequate operations for Phillips County throughout the 2026 calendar year;

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County Colorado: That the Board hereby reorganizes Phillips County operations by approving the following: Board of County Commissioners 2026 meeting schedule {Attachment "A"}, appointments, holidays, board representatives, and administrative actions:

The Chairman of the Board of Phillips County Commissioners for 2026 is Commissioner Garold Roberts. In the absence of the Chair of the Board of County Commissioners, any Commissioner may act in the capacity as Chairman of the Board of County Commissioners per C.R.S. 30-10-307. The Chairman of the Board is allowed to make a motion or to second a motion.

The Board hereby approves the following list as the official designated holidays for Phillips County Government in 2026:

Holidays for 2026

New Year's Day Observed	January 1 st	Thursday
Presidents' Day	February 16 th	Monday
Memorial Day	May 25 th	Monday
Juneteenth	June 19 th	Friday
Independence Day	July 3 rd	Friday
Fair Parade Day	July 25 th {2 Landfill personnel only}	Saturday
Labor Day	September 7 th	Monday
Columbus Day	October 12 th {July 25 th for 2 Landfill}	Monday
Veterans Day	November 11 th	Wednesday
Thanksgiving Day	November 26 th	Thursday
Day after Thanksgiving	November 27 th	Friday
Christmas Eve	December 24 th	Thursday
	{Comm Ctr & In-Service Dep Only}	
Christmas	December 25 th	Friday

The Board approves the below appointments to represent the Board of County Commissioners on regional boards:

¹ Minutes prepared by Beth Zilla are a summary of **discussions**, not a verbatim account.

Representatives to Regional Boards

Terry Hofmeister-District 1

CCI Legislative Committee
Centennial Mental Health
NE CO Health Department
PC Fair Board
ETPR
Pro-15
CHP

Garold Roberts -District 2

Com Board
Northeast Colorado Housing
EMS Board
PC Fair Board
ETPR*
Worker's Comp. Ins. Pool
CAPP
Region 1

Tom Timm -District 3

NECALG/NECTA
ECSDD
Seizure Committee
PC Fair Board*
ETPR
Rec. District (Alternate)
CCI Legislative Proxy

* Denotes the primary representative.

Official Bonds

Pursuant to Colorado Revised Statutes, Section 24-13-105 the Phillips County Board of County Commissioners is satisfied that purchased crime insurance coverage meets the sufficiency of the official bond requirements of the County Commissioners C.R.S. 30-10-311, 312 and 313, Clerk and Recorder C.R.S. 30-10-401(2), Registrar of Titles C.R.S. 38-36-109, and 110, Sheriff C.R.S. 30-10-501(2), Coroner C.R.S. 30-10-601(b)(1.5), Treasurer 30-10-701(2), Public Trustee 38-37-102(4) and County Assessor 30-10-801(2), and approves and authorizes the purchase of insurance coverage in lieu of bonds of the respective County Officials.

Administration Organization

The County Administrator and/or administrative support may use the Chairman of the Board's signature stamp for emergency checks with authorization of the Chairman. Use of stamp must be documented.

The Phillips County Administrator is designated as the Budget Officer to prepare and present the 2027 budget draft to the board of County Commissioners on or before October 15, 2026, and the 2027 final budget on or before December 15, 2026, per C.R.S. 29-1-204.

The official posting location for the meeting dates, agendas, public notices, and information relating to Commissioner activities as well as changes made to the annual meeting schedule shall be posted on the bulletin board located outside the Commissioners' chambers in the Phillips County Courthouse.

The Haxtun Fleming Herald is designated as THE official newspaper for Phillips County for 2026 and the Holyoke Enterprise is designated as an official newspaper for Phillips County for 2026. The Holyoke Enterprise is designated as THE official newspaper and the Haxtun Fleming Herald is designated as an official newspaper for Phillips County delinquent property tax advertising per C.R.S. 39-11-105.

\$.60 per mile is established as the mileage reimbursement rate for 2026 for Phillips County. Let it be known that this may be changed by the Board at any time during the year.

The effective date hereof shall be the date of the adoption of this Resolution.

Timm moved to approve Resolution 2026-01-09-02 affirming employees and special appointments for the Phillips County Board of County Commissioners for 2026. Hofmeister seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS The Board of County Commissioners reviewed the present list of County employees and special appointments of County personnel.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County Colorado, that the following persons are employed by the County or by special appointment as County personnel, being employees and County personnel, employed and/or appointed at will, each being subject to review, to-wit:

COUNTY ELECTED OFFICIALS

TERRY HOFMEISTER COUNTY COMMISSIONER
GAROLD ROBERTS COUNTY COMMISSIONER
TOM TIMM COUNTY COMMISSIONER
BETH ZILLA COUNTY CLERK
STEVE YOUNG COUNTY TREASURER
DOUG KAMERY COUNTY ASSESSOR
MICHAEL BEARD COUNTY SHERIFF
DENNIS JELDEN COUNTY CORONER

COUNTY ATTORNEY – KELLEY LAW LTD

COUNTY ADMINISTRATION – ANDREW NYGAARD
CARRIE WALN
PATRICK MITCHELL

COUNTY CLERK
DEBBIE BENNETT
KATLYN MCCALLUM
CHAUNTINE LUNDGREN

VICTIMS ADVOCATE – KELLEY SULLIVAN

CSU EXTENSION
CARRIE ANDERSON

LANDFILL – BILL ANDREWS
HEATHER MELLAN
ISIDRO JUAREZ

WEED & PEST
KERRI DOLESHALL

ROAD AND BRIDGE MANAGER-KEVIN SCOTT

ROAD AND BRIDGE –AMHERST – WALTER JUAREZ
JASON SCHMIDT
ROBERT BROWN
FRANCISCO CRUZ

COUNTY TREASURER
CRYSTAL OAKLEY

COUNTY ASSESSOR
TOBY THOMPSON
NICK FLAA

COUNTY SHERIFF
ABELARDO MAGANA
ROBERT CORRADO
JACK WIELAND

MAINTENANCE – LONNY VERNON
JASON REDMAN
RANDY OWENS
OLGA BALZA
YESSICA OLIVAS-TREVIZO
BRETT BIBER

VETERANS SERVICE OFFICER
CHRIS KELLEY

ROAD AND BRIDGE - HOLYOKE - ED GLENN MEIER
BEAU WALN
DARYL KUEHN
JAMES BLISS

ROAD AND BRIDGE HAXTUN – DAVE SALYARDS
MARTY BORNHOFT
JOHN DAVIS
DAVID MCFADDEN

HUMAN SERVICES - LORI LUNDGREN
POLLY FETZER
LOREN JO OBERLE
MONICA RAMIREZ
ASHLEY TARIN
TIFFANY WATSON

EMERGENCY MANAGER - BROCK PELLE

COMMUNICATIONS CENTER – SARA GORDON
BRITTANY DONNADIO
BRENDA BRANDT
MARYSE SCHAFER
OLIVIA OLIVAS-O'DEA

The effective date hereof shall be the date of the adoption of this Resolution.

Hofmeister moved to approve Resolution 2026-01-09-03 to set salaries and wages for County employees for the year 2026. Timm seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS, the Board of County Commissioners has reviewed the following pay range which applies to all Phillips County employees; and

WHEREAS, the Board of County Commissioners desires to follow the structure in place for setting salaries for new employees as well as step increases for existing employees; and

WHEREAS, the Board of County Commissioners desires to establish the Temporary and Seasonal part-time employee pay to be at least minimum wage \$15.16 up to \$23.57 per hour based on experience; and

WHEREAS, the Board of County Commissioners approves a \$100 per month pay increase for all full-time employees. A cost-of-living increase of 3.5% will be made in January 2026. Permanent part-time employees will receive a prorated amount.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County Colorado, that the salaries and wages for County employees are hereby set for the ensuing year of operations as follows:

PHILLIPS COUNTY PAY RANGE BY POSITION				
1/1/2026				
	Grade	Range		
Road Manager	RS35 - 36	61,009 - 71,686	Administrator	GN 43 67,272 - 81,152
Asst Manager/Maintenance Supervisor	RS33 - 34	58,804 - 71,805	Deputy Administrator/Planner	GN 24-26 47,787 - 58,557
Road Bldg Crew Leader	RS 20	46,842 - 55,273	Admin Support	GN 16 41,953 - 49,079
Gravel Pit Operations Supervisor	RS 19	46,071 - 54,296	Deputy Assessor	GN 25 46,601 - 57,501
Crew Leader	RS 19	46,071 - 54,296	Appraiser I	GN 19 44,007 - 51,631
Fleet Maintenance Supervisor	RS 19	46,071 - 54,296	Appraiser II	GN 23 46,993 - 56,464
RS Technology Specialist	RS 17	44,586 - 52,444	Transfer Clerk / Mapper	GN 17 42,621 - 49,925
Road Worker	RS 16	43,670 - 51,506	Clerk Mapper	GN 16 41,953 - 49,079
Human Service Director	HS61 - 64	63,151 - 80,599	Deputy Clerk	GN 26 48,601 - 57,501
Account Clerk I	HS 58	42,391 - 49,634	Senior Clerk	GN 22-24 45,215 - 56,470
Account Clerk II	HS 62	45,210 - 53,205	Clerk	GN 16 41,953 - 49,079
Account Clerk III/Transclerk	HS 64	46,727 - 55,127	Clerk MV	GN 16 41,953 - 49,079
Senior Account Clerk	HS 65	47,514 - 55,124	Clerk Recording	GN 16 41,953 - 49,079
Admin Assistant	HS 55	40,453 - 47,179	Clerk with Election Cert	GN 17 42,621 - 49,925
Admin Asst/Interpreter	HS 60	43,766 - 51,376	Deputy Treasurer	GN 25 46,601 - 57,501
Admin Asst/Medical Technician	HS 61	44,479 - 52,279	Undersheriff	GN40 50 55,501 - 66,242
Case Aid	HS 55	40,453 - 47,179	Deputy Sheriff	GN40 25 51,715 - 61,445
Senior Case Worker Manager	HS 73	54,563 - 65,053	Victims Asst Coordinator	GN40 20 46,692 - 55,082
Case Worker I	HS 63	47,514 - 55,124	Director Comm Center	GN40 28 53,561 - 63,784
Case Worker II	HS 68	49,996 - 59,268	Comm Center Assistant Director	GN40 19 21,72 - 25,56
Case Manager	HS 67	49,146 - 58,194	Dispatcher	GN40 11 19,43 - 22,66
Senior Case Aid	HS 59	43,070 - 50,484	Landfill Manager	GN40 23 49,110 - 58,146
Senior Income Main Tech	HS 69	50,936 - 60,368	Landfill Assistant Manager	GN40 20-21 46,692 - 56,078
Income Maintenance Technician	HS 62	45,210 - 53,205	Landfill Office Manager	GN40 14 42,391 - 49,596
Child Welfare/Adult Protect Supervisor	HS 73	54,563 - 65,053	Landfill Operator I	GN40 15 43,036 - 50,455
Child Support Sr Legal Tech	HS 63	46,959 - 54,154	Landfill Operator II	GN40 21 47,478 - 56,078
Child Support Legal Tech	HS 60	43,766 - 51,376	Landfill Worker	GN40 11 40,434 - 47,143
Child Support Eligibility Tech	HS 58	42,391 - 49,634	Maintenance Supervisor	GN40 23 53,561 - 63,784
			Asst Maintenance Supervisor	GN40 25 50,825 - 60,316
			Maintenance Worker	GN40 20 46,692 - 55,082
			Weed & Pest Manager	GN40 26 51,715 - 61,445

The effective date hereof shall be January 1, 2026.

Timm moved to approve **Resolution 2026-01-09-04** designating office hours for the year 2026. Hofmeister seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS, pursuant to Colorado Revised Statutes, Section 30-10-109, the Phillips County Board of County Commissioners ("Board") is authorized to create, by resolution duly adopted, the days and hours the County offices shall be kept open for transaction of County business; and

WHEREAS, individual departments and offices may adopt a different schedule to accommodate their individual duties with the approval of the Board, and

WHEREAS, the Board desires to give adequate notice to the public for transaction of business to be limited to days and hours other than designated; and

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County, Colorado, the normal working hours of Phillips County Government shall be from 8:00 AM to 4:30 PM, Monday through Friday, except for county holidays and emergencies.

The effective date hereof shall be the date of the adoption of this Resolution.

Hofmeister moved to approve **Resolution 2026-01-09-05** authorizing signers on behalf of the Phillips County Board of County Commissioners for the year 2026. Timm seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS, pursuant to Colorado Revised Statutes, Section 30-25-110(1), any County Commissioner serving on the current Board is authorized to sign any and all County checks, drafts or other orders with respect to County funds; and

WHEREAS, the Board of County Commissioners authorize Beth Zilla, the County Clerk and Recorder to attest to all County checks and in her absence, the Deputy is authorized to attest.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County Colorado, that the designated signers are authorized to transact any and all other business with local banking institutions deemed by the designated Board to be reasonable and advisable except the borrowing of money or the obtaining of credit in any form or the use of any of the assets of the County as any type of security or collateral. The Phillips County Treasurer is directed to communicate this authority and the relevant signatures to banking institutions, and to ensure proper enforcement of this resolution.

The effective date hereof shall be the date of the adoption of this Resolution.

Timm moved to approve **Resolution 2026-01-09-06** authorizing the Phillips County Treasurer to deposit and invest funds. Hofmeister seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS, the County of Phillips, State of Colorado is charged with the responsibility of depositing public funds which come into its possession; and

WHEREAS, C.R.S.30-10-708 mandates a written resolution setting forth eligible financial institutions in which the Treasurer shall deposit funds and monies of whatever kind that may come into the Treasurer's possession; and

WHEREAS, Colorado Revised Statutes, Sections 11-10.5-101 to 11-10.5-111 and Sections 11-47-101 to 11-47-120 requires the deposit of public funds and monies in eligible state and national banks and savings and loan associations; and

WHEREAS, the County Commissioners desire the Treasurer to deposit such funds and monies in financial institutions located in the County; and

WHEREAS, C.R.S. 24-75-601 to 24-75-603 provide for the investment of public funds and monies.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF PHILLIPS, STATE OF COLORADO:

1. The County Treasurer is hereby authorized to deposit County funds and monies in the following qualified local banks:
 - a. Bank of Colorado
 - b. BMO
 - c. First Pioneer National Bank
 - d. Points West Community Bank
2. The County Treasurer is hereby authorized to invest County funds. The primary objectives of such investments shall be the safety of the invested funds and the liquidity of the invested funds for the timely payment of County obligations. The secondary objective shall be the achievement of a market average yield on the invested funds.

- S. The Treasurer shall invest County Funds only in the following securities.
 - a. Money Market accounts and certificates of deposits issued by banks located in the County and collateralized under applicable Colorado statutes.
 - b. Money market accounts and certificates of deposit issued by banks located outside the County, but in the State of Colorado and collateralized under applicable Colorado statutes.
 - c. State investment pools authorized under the provisions of C.R.S. 24-75-701 to 708.
 - d. Money market funds authorized under the provisions of C.R.S. 24-75-601.1(k).
 - e. Direct obligations of the United States Government, which are sold at discount or have semi-annual interest payments; e.g. U.S. Treasury bills, U.S. Treasury notes; and U.S. Treasury bonds and government agencies. The Treasurer is authorized to establish a Treasury Direct account in the county's name at the United States Treasury.
4. The maximum maturity of any security purchased by the Treasurer shall not exceed five years unless specifically approved in advance by the Board of County Commissioners.
5. The Treasurer may sell securities held by the County to meet, as necessary, the County investment objectives.

The effective date hereof shall be the date of the adoption of this Resolution.

Hofmeister moved to approve **Resolution 2026-01-09-07** authorizing the Board of County Commissioner appointment to local and regional boards for the year 2026. Timm seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS, the Phillips County Board of County Commissioners shall appoint board and commission members by letter at a public meeting. The Board of County Commissioners, or its designee, shall contact the applicant and coordinate with the board's or commission's staff or chairperson as needed to the following boards:

BE IT RESOLVED, the Phillips County Administration Office shall establish and administer a list of individuals who have indicated an interest in serving on appointed boards, which may be used to inform recommendations and appointments to committees as vacancies arise.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County Colorado, that the following designated appointees will serve on our behalf until the term assigned has expired or the position is vacated.

PC FAIR BOARD - 3 YR (Aug 31) (2nd Mon)

Tom Andersen	520-2044	2028
Chance Kramer	488-0088	2028
Brian Oster		2028
Kyle Van Pelt		2028
Darin Foss		2027
Kaitlyn McCallum	520-5409	2027
Vijayath McCallum	520-5409	2027
Austin Vieselmeier		2027

WEST PC CEMETERY BOARD - 6 YR

John Heermann	520-8818	2027
Steve Firme	520-1510	2029
Tom Edwards	774-7310	2030

PC RECREATION DISTRICT - 5 YR

Kelsey Garretson	520-8123	2030
Jean Clayton		2026
Lynn Seger	888-4477	2027
Dan Kaika	854-2789	2028
Jim Tomky	520-5180	2029

WEED & PEST BOARD - 3 YR

Jerry Wagoner	520-5303	2028
OPEN		
Colby Starkebaum	520-8341	2028
Jim Tomky	520-5180	2028
Martin Olofson	864-2859	2027
Charley Triplette	854-3258	2027

PC Services Developmentally Disabled - 3 YR (4th Thu)

Tom Timm	520-1942	8/30/2027
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BOARD OF ADJUSTMENT - 5 YR

Chris Fuesz	970-520-4304	2030
Keith Sagehorn	970-520-5211	2028
Steve Starkebaum		2028
Jeanette Kingman	970-412-5115	2027

PLANNING COMMISSION - 5 YR

Dan Wahl	970-488-2133	2030
Keith Sagehorn	970-520-5211	2028
Mike Salyards	970-488-0170	2027
Jeanette Kingman	970-412-5115	2029
Gary Koch	970-520-6712	2029

CENTENNIAL MENTAL HEALTH - 4 YR (2nd Thu)

Terry Hofmeister	488-1555	2028
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CHP HEALTH PLAN - 1 YR

Terry Hofmeister	488-1555	2028
TBD - alternate	854-3778	2028

WORKERS COMP INS POOL - 1 YR

Garold Roberts	520-7802	2028
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NE CO ASSOC OF LOCAL GOVTS - 1 YR (2nd Wed)

Tom Timm	520-1942	2028
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CARE

Garold Roberts	520-7802	2028
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NE CO HEALTH DEPT - 5 YRS (4th Wed)

Terry Hofmeister	488-1555	2028
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CO LEGISLATIVE COMMITTEE

Terry Hofmeister	488-1555	2028
Alternate TBD	854-3778	ALT

<u>ES11 BOARD - 4 YR</u>			<u>COMBOARD 2 yr. except Commissioner Rep- 2 YR</u>		
Stacy Ruefer	Holyoke Fire	6/30/2026	Eric Pelle	Term	CHM
Ron Carpenter	Town of Haddam	6/30/2026	Michael Beard	Term	Sheriff
Michael Beard	Sheriff	6/30/2026	Sara Gordon	Term	Comm. Dir
OPEN	at large	6/30/2026	Garold Roberts	Term	Commissioner
Kelsey Garretson	Medical	6/30/2026	Kelsey Garretson	Haddam Hospital	2026
			Stacy Ruefer	Holyoke Fire	9/1/2026
<u>EMS BOARD</u>			<u>SEIZURE COMMITTEE - 1 YR</u>		
Kelsey Garretson	774-6123	MHD ambulance	Travis J. Sides	DA	
Garold Roberts	520-7602		Michael Beard	Sheriff	
Lucas Hayes	864-2241	MMH ambulance	Tim Timm	Commissioner	2026
Michael Hassell	854-2241		<u>NE COLORADO HOUSING</u>		
Mark Brant	774-6123		Garold Roberts	520-7602	2026
Andrew Nygaard	854-3778				
<u>NE COASTAL TRAUMA ADVISORY (NETAC) - 2YR</u>			<u>RAINFALL COLLECTION</u>		
OPEN			Dan Kiska	854-2769	
Sara Ping	854-2241	6/30/2026			
<u>P.C ECONOMIC DEV CORP - 3 YR</u>			<u>REPUBLIC RIVER WTR CONSER DIST - 3 YR</u>		
Tom Bennett	854-3825	2026	Aaron Sprague	854-5328	11-2026
Alan Hall		2026			
<u>VETERANS SERVICE OFFICER - 2YR</u>					
Christopher Kelley	520-6310	2026			

The effective date hereof shall be the date of the adoption of this Resolution.

Timm moved to approve **Resolution 2026-01-09-08** for the Board of County Commissioners to provide health and life insurance for the year 2026. Hofmeister seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS, the Phillips County Board of County Commissioners offer the following Health and Life insurance through the County Health Pool; and

WHEREAS, the County will pay 80% of the employee’s share and 65% of the dependent’s share of the health insurance. The county will pay 80% of the employee’s share and 60% of the dependent’s share for dental and vision insurance. Amounts for permanent, part-time employees are prorated appropriately; and

WHEREAS, permanent part-time employees must work at least 24 hours per week to enroll in insurance. If an employee works less than full time, the employee premium for any benefit will be pro-rated. The 24 hour per week threshold must also be met to qualify for county retirement benefits; and

WHEREAS, the Board of County Commissioners will continue to provide the reimbursement benefit of \$2,500 for individuals with a maximum of \$5,000 per family. All new and current employees must be enrolled in the HDHP2500 plan in order to participate in the deductible reimbursement plan provided by the County.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County Colorado, that the following options are made available to qualifying employees of Phillips County.

	Employee Only			Employee + 1			Family		
	Emp Only Premium	County 80/00%	Employee 20/00%	E + 1 Premium	County 80%/65%	Employee 20%/35%	Family Premium	County 20%/65%	Employee 20%/35%
MEDICAL									
PPO-82000	1,094.00	875.20	218.80 <input type="checkbox"/>	2,052.00	1,497.90	554.10 <input type="checkbox"/>	2,520.00	1,802.90	717.90 <input type="checkbox"/>
HDHP2500	957.00	765.60	191.40 <input type="checkbox"/>	1,794.00	1,309.65	484.35 <input type="checkbox"/>	2,207.00	1,578.10	628.90 <input type="checkbox"/>
WAIVE MEDICAL <input type="checkbox"/>									
	Employee Only			Employee + 1			Family		
	Employee Premium	County 80%	Employee 20% <input type="checkbox"/>	E + 1 Premium	County 80%/60%	Employee 20%/40%	Family Premium	County 80%/60%	Employee 20%/40%
DENTAL									
Plan A	39.30	31.44	7.86 <input type="checkbox"/>	78.40	54.90	23.50 <input type="checkbox"/>	101.25	68.97	32.88 <input type="checkbox"/>
Plan B	20.30	16.24	4.06 <input type="checkbox"/>	40.75	28.51	12.24 <input type="checkbox"/>	52.95	35.83	17.12 <input type="checkbox"/>
WAIVE DENTAL <input type="checkbox"/>									
VISION	9.60	4.72	1.18 <input type="checkbox"/>	11.75	8.23	3.52 <input type="checkbox"/>	15.30	10.36	4.94 <input type="checkbox"/>
<input type="checkbox"/>									
BASIC LIFE	2.40	1.10	1.30 <input type="checkbox"/>						

The effective date hereof shall be the date of the adoption of this Resolution.

Hofmeister moved to approve **Resolution 2026-01-09-09** for the Board of County Commissioners to approve County fees and charges for the year 2026. Timm seconded the motion, which carried unanimously. The Resolution reads:

WHEREAS, the Phillips County Board of County Commissioners have reviewed the fees for all departments listed below.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County Colorado, approves the following fees and charges:

Phillips County Event Center Rental	Attachment "B"
Bank of Colorado Pavilion Rental	Attachment "C-1 & C-2"
Planning & Land Use Code Fees	Attachment "D"
Equipment Rental	Attachment "E"
Harvest Park Long-Term Rental	Attachment "F"
Facilities Use Agreement	Attachment "G"
Landfill Fees	Attachment "H-1"
E-Waste Recycling	Attachment "H-2"
Landfill Late Fee	Attachment "I"
Weed & Pest Late Fee	Attachment "J"

Phillips County rate for payment of gravel is \$20.00 per cubic yard.

Phillips County will no longer sell road-building materials to the public.

The effective date hereof shall be the date of the adoption of this Resolution.

Further reorganization matters:

- a. Each eligible employee who has been employed one year must participate in the County retirement plan and contribute 4% of payroll amount. The County will match 4%. The employees can contribute more than 4% (into a 457 plan only), but the County will not match above the 4% level.
- b. Employees who desire to work an approved holiday will be given another day off. The department head and the employee must agree on the scheduling for the day off. If an employee is required to work an approved county holiday, the employee will receive the double pay as approved by the County Commissioners. Paid time off (PTO) and sick leave reserve (SLR) should be taken according to requirements in the County Personnel Policy.
- c. Smoking and vaping in County vehicles, equipment and buildings are prohibited.
- d. Elected Officials and department heads must get approval from the board on purchases over \$2,000. The Board must approve all repairs of \$10,000 or more.
Purchasing from county businesses is preferred for all county departments. If the total of the local price is more than 20% above the total cost of shopping elsewhere, the purchase may be made from another source.
- e. New and/or amended contracts or agreements which bind the County must be reviewed by Kelley Law Ltd. and then presented to the County Commissioners for review and approval before being accepted. All contracts shall be in writing. Verbal contracts are not accepted or binding. If there are no changes or amendments to a current contract, the department head can sign the renewal contract without it going before the Board.
- f. Special request from landowners for culverts on driveways and fills: individual pays for the culvert and county installs the culvert. The county does not allow more than three in a one-half mile.

Timm moved to approve the information presented and discussed in the "Further reorganization matters" section of the meeting. Hofmeister seconded the motion, which carried unanimously.

Adjournment

Chairman Roberts adjourned the meeting at 11:21 a.m.

Minutes submitted by County Clerk Beth Zilla.

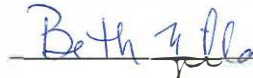
Next meeting is scheduled for January 19, 2026.

Phillips County Commissioners:

Attest:



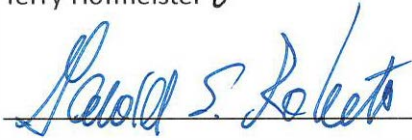
Tom Timm



Beth Zilla, County Clerk



Terry Hofmeister



Garold Roberts