

Phillips County Commissioner  
Reorganization Meeting Minutes<sup>1</sup>  
January 10, 2025

**Call to order**

Chairman Terry Hofmeister called the Reorganization the Phillips County Commissioners Re-organization meeting at 11:01 a.m. on January 10, 2025, at the County Courthouse in the Commissioner Meeting room.

**County Attendees**

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

**Additional Attendees**

Janelle Krueger

**Additions or corrections to the agenda**

None presented.

**Reorganization Meeting**

Roberts moved to appoint Tom Timm as Chairman of the Board of County Commissioners for 2025. Hofmeister seconded the motion, which carried unanimously.

Hofmeister moved to approve **Resolution 2025-01-10-01** approving the organization of county operations, the establishment of official holidays and the establishment of regional board appointments for 2025. Roberts 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 10<sup>th</sup> day of January 2025; 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 2025 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 2025 meeting schedule (Attachment "A"), appointments, holidays, board representatives, and administrative actions:

The Chairman of the Board of Phillips County Commissioners for 2025 is Commissioner Tom Timm. 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 2024:

Holidays for 2025

New Year's Day Observed	January 1 <sup>st</sup>	Wednesday
Presidents' Day	February 17 <sup>th</sup>	Monday
Memorial Day	May 26 <sup>th</sup>	Monday
Juneteenth	June 19 <sup>th</sup>	Thursday
Independence Day	July 4 <sup>th</sup>	Friday
Fair Parade Day	July 26 <sup>th</sup> (2 Landfill personnel only)	Saturday
Labor Day	September 1 <sup>st</sup>	Monday
Columbus Day	October 13 <sup>th</sup> (July 26 <sup>th</sup> for 2 Landfill)	Monday
Veterans Day	November 11 <sup>th</sup>	Tuesday
Thanksgiving Day	November 27 <sup>th</sup>	Thursday
Day after Thanksgiving	November 28 <sup>th</sup>	Friday
Christmas Eve	December 24 <sup>th</sup>	Wednesday
Christmas	(Comm Ctr & In-Service Dep Only) December 25 <sup>th</sup>	Thursday

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

<sup>1</sup>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 2026 budget draft to the board of County Commissioners on or before October 15, 2025, and the 2026 final budget on or before December 15, 2025, 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 Holyoke Enterprise is designated as THE official newspaper for Phillips County for 2025 and the Haxtun Fleming Herald is designated as an official newspaper for Phillips County for 2025. The Haxtun Fleming Herald is designated as THE official newspaper and the Holyoke Enterprise is designated as an official newspaper for Phillips County delinquent property tax advertising per C.R.S. 39-11-105.

\$.50 per mile is established as the mileage reimbursement rate for 2025 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.

Roberts moved to approve **Resolution 2025-01-10-02** affirming employees and special appointments for the Phillip County Board of Commissioners for 2025. 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 SELDEN COUNTY CORONER

**VICTIMS ADVOCATE- KELLEY SULLIVAN**

MICHELLE KIRK

**CSU EXTENSION**

CARRIE ANDERSON

**LANDFILL-BILL ANDREWS**

HEATHER KELLAN  
ISIDRO JUAREZ

**COUNTY ATTORNEY - KELLEY LAW LTD**

**WEED & PEST**

KERRI DOLESHALL

**COUNTY ADMINISTRATION - ANDREW NYGAARD**

CARRIE WALN  
PATRICK MITCHELL

**ROAD AND BRIDGE MANAGER-KEVIN SCOTT**

**COUNTY CLERK**

VAL DANIELSON  
DEBBIE BENNETT  
MARY ROBERTS

**ROAD AND BRIDGE -AMHERST--WALTER JUAREZ**

JASON SCHMIDT  
PATRICK DACK  
FRANCISCO CRUZ

**COUNTY TREASURER**

CRYSTAL OAKLEY

**ROAD AND BRIDGE -HOLYOKE -ED GLENNISMEIER**

BEAU WALN  
DARYL KUEHN  
AUSTIN HERMAN

**COUNTY ASSESSOR**

TOBY THOMPSON  
NICK FLAA

**ROAD AND BRIDGE HAXTUN - DAVE SALYARDS**

MARTY BORNHOFF  
JOHN DAVIS  
DAVID MCFADDEN

**COUNTY SHERIFF**

JACK WIELAND  
ABE MAGANA  
ROBERT CORRADO  
CHRISTIAN AVALOS

**HUMAN SERVICES-LOUI LUNDGREN**

POLLY FEITZER  
LOREN JO OBERLE  
MONICA RAMIREZ  
TOMI STRASSER  
TIFFANY WATSON

**COMMUNICATIONS CENTER - SARA KUMM**

PAOLO MALLARI  
BRENDA BRANDT  
MARYSE SCHAFER  
OLVIA OLIVAS-O'DEA

**EMERGENCY MANAGER-BROC PELLE**

**VETERANS SERVICE OFFICER**  
CHRIS KELLEY

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

Hofmeister moved to approve **Resolution 2025-01-10-03** to set salaries and wages for County employees for the year 2025. Roberts 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 \$14.81 up to \$22.00 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 2025. 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**  
1/1/2025

	Grade	Range				
Road Manager	RS 35 - 38	58,262 - 71,459	Administrator	GN	43	64,312 - 77,723
Asst Manager/Maintenance Supervisor	RS 33 - 34	56,131 - 66,692	Deputy Administrator/Planner	GN	24-26	45,487 - 55,892
Road Bldg Crew Leader	RS	20 44,574 - 52,719	Admin Support	GN	16	39,850 - 46,735
Gravel Pk Operations Supervisor	RS	19 43,829 - 51,776	Deputy Assessor	GN	25	46,273 - 54,872
Crew Leader	RS	19 43,829 - 51,776	Appraiser I	GN	19	41,834 - 49,249
Fibret Maintenance Supervisor	RS	19 43,829 - 51,776	Appraiser II	GN	23	44,720 - 52,904
RS Technology Specialist	RS	17 42,393 - 49,957	Transfer Clerk / Mapper	GN	17	40,495 - 47,552
Road Worker	RS	16 41,702 - 49,081	Clerk Mapper	GN	16	39,850 - 46,735
			Deputy Clerk	GN	25	46,273 - 54,872
Human Service Director	HS	81 - 84 60,331 - 77,189	Senior Clerk	GN	22-24	43,971 - 53,876
Account Clerk I	HS	58 40,273 - 47,271	Clerk	GN	16	39,850 - 46,735
Account Clerk II	HS	62 42,996 - 50,721	Clerk I/IV	GN	16	39,850 - 46,735
Account Clerk II/Translator	HS	64 44,462 - 52,578	Clerk Recording	GN	16	39,850 - 46,735
Senior Account Clerk	HS	65 45,223 - 53,542	Clerk with Election Cert	GN	17	40,495 - 47,552
Admin Assistant	HS	55 38,400 - 44,899	Deputy Treasurer	GN	25	46,273 - 54,872
Admin Asst/Interpreter	HS	60 41,601 - 48,954	Undersheriff	GN	40	52,940 - 63,317
Admin Asst/Medicare Technician	HS	61 42,290 - 49,827	Deputy Sheriff	GN	40	49,281 - 58,683
Case Aid	HS	55 38,400 - 44,899	Victim's Asst Coordinator	GN	40	44,428 - 52,535
Senior Case Worker Manager	HS	73 52,033 - 62,169	Director Comm Center	GN	40	51,065 - 60,943
Case Worker I	HS	65 45,223 - 53,542	Comm Center Assistant Director	GN	40	20,661 - 24,37
Case Worker II	HS	68 47,621 - 56,579	Dispatcher	GN	40	11 16,45 - 21,57
Case Manager	HS	67 46,802 - 55,541	Landfill Manager	GN	40	23 46,765 - 55,495
Senior Case Aid	HS	59 40,929 - 48,102	Landfill Assistant Manager	GN	40	20-21 44,428 - 53,497
Senior Income Maint Tech	HS	69 48,460 - 57,642	Landfill Office Manager	GN	40	14 40,244 - 47,234
Income Maintenance Technician	HS	62 42,996 - 50,721	Landfill Operator I	GN	40	15 40,899 - 48,064
Child Welfare/Adult Protect Supervisor	HS	73 52,033 - 62,169	Landfill Operator II	GN	40	21 45,188 - 53,497
Child Support Sr Legal Tech	HS	63 43,720 - 51,638	Landfill Worker	GN	40	11 38,373 - 44,864
Child Support Legal Tech	HS	60 41,601 - 48,954	Maintenance Supervisor	GN	40	26 51,065 - 60,943
Child Support Eligibility Tech	HS	58 40,273 - 47,271	Asst Maintenance Supervisor	GN	40	25 48,422 - 57,534
			Maintenance Worker	GN	40	20 44,428 - 52,535
			Weed & Pest Manager	GN	40	26 49,281 - 58,683

The effective date hereof shall be January 1, 2025.

Roberts moved to approve **Resolution 2025-01-10-04** designating office hours for the year 2025. 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 2025-01-10-05** authorizing signers on behalf of the Phillips County Board of County Commissioners for the year 2025. Roberts 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.

Roberts moved to approve Resolution 2025-01-10-06 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.
3. 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 State 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 2025-01-10-07 authorizing the Board of County Commissioner appointments to local and regional boards for the year 2025. Roberts 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:

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	520-2944	2025
Chance Kramer	466-0096	2025
Bobby Strecker		2025
Kyle Van Pelt		2026
Lindsay Boerner		2026
Darin Foss		2027
Kairdyn McCallum	520-5409	2027
Wyatt McCallum	520-5409	2027
Austin Vieselmeyer		2027

**WEST PC CEMETERY BOARD - 6 YR**

John Heermann	520-9818	2027
Steve Firme	520-1510	2029
Tom Edwards	774-7310	2030

**BOARD OF ADJUSTMENT - 3 YR**

Chris Fuesz	970-520-4304	2025
Keith Sagehom	970-520-5211	2026
Steve Starkebaum		2026
Jeanette Kingman	970-412-5115	2027
Matt Keve	719-331-9573	2027

**PLANNING COMMISSION - 5 YR**

Dan Waln	970-466-2133	2025
Keith Sagehom	970-520-5211	2026
Mike Salyards	970-466-0170	2027
Jeanette Kingman	970-412-5115	2029
Gary Koch	970-580-6712	2029

**CENTENNIAL MENTAL HEALTH - 4 YR (2nd Thu)**  
Terry Hofmeister 466-1555 2025

**PC RECREATION DISTRICT - 5 YR**

Kelsey Garretson	520-9123	2025
TBD	854-2893	2026
Lynn Seger	520-4477	2027
Dan Kafka	854-2769	2028
Jim Tomky	520-5160	2029

**CHP HEALTH PLAN - 1 YR**

Terry Hofmeister	466-1555	2025
TBD - alternate	854-3778	2025

**WORKERS COMP INS POOL - 1 YR**

Garold Roberts	520-7602	2025
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**WEED & PEST BOARD - 3 YR**

Jerry Wagoner	520-5303	2025
Vern Rafert	520-9547	2025
Colby Starkebaum	580-9341	2026
Jim Tomky	520-5160	2026
Martin Olofson	854-2859	2027
Charley Triplette	854-3256	2027

**NE CO ASSOC OF LOCAL GOVTS - 1 YR (3rd Wed)**

Tom Timm	520-1942	2025
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**CAPP**

Garold Roberts	520-7602	2025
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**NE CO HEALTH DEPT - 5 YRS (4th Wed)**

Terry Hofmeister	466-1555	2026
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**EC Services Developmentally Disabled - 3 YR (4th Thu)**

Tom Timm	520-1942	6/30/2027
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**CCI LEGISLATIVE COMMITTEE**

Terry Hofmeister	466-1555	2025
Alternate TBD	854-3778	ALT

**E911 BOARD - 4 YR**

Stacy Rueter	Holyoke Fire	6/30/2025
Ron Carpenter	Town of Haxtun	6/30/2025
Michael Beard	Sheriff	6/30/2026
David Dirks	at large	6/30/2026
Kelsey Garretson	Medical	6/30/2028

**COMBOARD 2 yr except Commissioner Rep-2 YR**

Tom Bullard	Term	Haxtun
Michael Beard	Term	Sheriff
Doug Bergstrom	Term	Holyoke
Garold Roberts	Term	Commissioner
Kelsey Garretson	Term	Haxtun Hospital
Stacy Rueter	Term	Holyoke Fire
		9/1/2026

**EMS BOARD**

Kelsey Garretson	854-6123	HHD ambulance
Garold Roberts	520-7602	
Lucas Hayes	854-2241	MMH ambulance
Michael Hassell	854-2241	
Dewane Pace	774-6301	
Andrew Nygaard	854-3778	

**SEIZURE COMMITTEE - 1 YR**

Travis J. Sides	DA	
Michael Beard	City Sheriff	
Tom Timm	City Commissioner	2025

**NE COLORADO HOUSING**

Garold Roberts	520-7602	2025
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**NE CO AREA TRAUMA ADVISORY (RETAC) - 2YR**

Bryan Pippett	303-916-2283	6/30/2025
Sara Ring	854-2241	6/30/2026

**RAINFALL COLLECTION**

Dan Kafka	854-2769	
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**PC ECONOMIC DEV CORP - 3 YR**

Tom Bennett	854-3825	2026
Lea White	774-5852	2026

**REPUB RIVER WTR CONSER DIST - 3 YR**

Aaron Sprague	854-5328	11-2026
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**VETERAN'S SERVICE OFFICER - 2YR**

Christopher Kelley	520-6310	2026
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The effective date hereof shall be the date of the adoption of this Resolution.

Roberts moved to approve **Resolution 2025-01-10-08** for the Board of County Commissioners to provide health and life insurance for the year 2025. 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			E + 1 Premium	Employee + 1		Family Premium	Family	
	Emp Only Premium	County 80.00%	Employee 20.00%		County 80%/65%	Employee 20%/35%		County 80%/65%	Employee 20%/35%
<b>MEDICAL</b>									
PPO-82000	1,047.00	837.60	209.40	1,962.00	1,432.35	529.65	2,410.00	1,723.55	686.45
HDHP2500	916.00	732.80	183.20	1,716.00	1,252.80	463.20	2,111.00	1,509.55	601.45
<b>WAIVE MEDICAL</b>									
<b>DENTAL</b>									
Plan A	35.20	28.96	7.24	72.25	50.59	21.66	93.85	63.55	30.30
Plan B	18.70	14.96	3.74	37.55	26.27	11.28	48.80	33.02	15.78
<b>WAIVE DENTAL</b>									
<b>VISION</b>	5.70	4.56	1.14	11.35	7.95	3.40	14.75	9.99	4.76
<b>BASIC LIFE</b>	2.40	1.10	1.30						

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

Hofmeister moved to approve **Resolution 2025-01-10-09** for the Board of County Commissioners to approve County fees and charges for the year 2025. Roberts 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 & 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"
Roll Off Rates and Terms	Attachment "H-2"
E-Waste Recycling	Attachment "H-3"
Landfill Late Fee	Attachment "I"
Weed & Pest Late Fee	Attachment "J"

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

Loading dirt and gravel will be \$0.60/cubic yard. The county prefers not to haul but if necessary \$6.00 per loaded mile will be charged.

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

#### Further reorganization matters:

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. 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.

Smoking and vaping in County vehicles, equipment and buildings are prohibited.

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.

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.

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.

Roberts 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 Timm adjourned the meeting at 11:13 a.m.

Minutes submitted by County Clerk Beth Zilla.

Next meeting is scheduled for January 17, 2025.

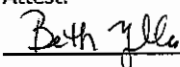
Phillips County Commissioners:

  
Tom Timm

  
Terry Hofmeister

  
Garold Roberts

Attest:

  
Beth Zilla, County Clerk