

Board of County Commissioners of Lincoln County  
Agenda for March 7, 2016

9:00 Call to order and Pledge of Allegiance

9:00 Troy McCue, Lincoln County Economic Development Corporation Executive Director, to present the LCEDC monthly report

10:00 Sue Kelly, Public Health Director, to present the agency's February, 2015, report

11:00 Patricia Phillips, Human Services Interim Director, to discuss the Human Services Director's position

1. Approve the minutes from the February 29, 2016, meeting
2. Review action taken by the E-911 Authority Board to approve the expenditure of up to \$18,000 of budgeted E-911 funds for necessary radio upgrades in the county's dispatch center
3. County Commissioners' reports
4. County Attorney's report
5. County Administrator's report
6. Old business
7. New business
8. Approve expense vouchers

The Board of Lincoln County Commissioners met at 9:00 a.m. on March 7, 2016. The following attended: Chairman Greg King, Commissioners Doug Stone and Ed Schifferns, County Administrator Gary Ensign, Acting Clerk to the Board Mindy Dutro until 10:30 a.m., and Clerk to the Board Corinne M. Lengel from 10:30 a.m. until 12:15 p.m.

County Attorney Stan Kimble called in briefly before the meeting with an answer to a question Mr. Ensign had asked him. Mr. King told him he would not need to come over in the afternoon as they would be finished with the agenda items, unless he had something to report. Mr. Kimble said he only wanted the commissioners to know the outcome of the conference call with Court Administrator Laurie McKager that he and Mr. Ensign attended last Wednesday, regarding the Chief Judge's Order concerning uses of the courthouse and parking lot. They did receive verbal clarification that the Order was not meant for vending machines or commercial sales organizations such as Office Works, Schwan's, or the Girl Scouts or Boy Scouts; at least on the county side of the building. Mr. Kimble's proposal is to draft a letter to the Chief Judge that he will have the commissioners review first.

Chairman King called the meeting to order and asked Mindy Dutro to lead the Pledge of Allegiance, after which Economic Development Director Troy McCue gave his monthly report. He began by stating that Linda Hawthorne decided to rent the remainder of her building on Main Street in Limon to Ensignal, so they will have the entire building where the Verizon store currently is. As a result, she sold her furniture and donated a very nice desk to him for his office. Mr. McCue discussed his business retention visits in Arriba, stating that Tri-Me Spraying has changed hands. He also reported a very large attendance for the town board meeting and marijuana hearing in Arriba. A group looked at the Genoa Tower, the project in Limon that the Hugo resident wanted to complete has been terminated, and he is still working on the CU Denver-led hotel feasibility study for Hugo. As for Limon, he completed ten business retention visits during the month of February, has three active SBDC clients, and is assisting Melody Bolton with a workforce training dollars grant. Mr. McCue's update also included the fact that the United Launch Alliance project has been officially cancelled due to the fact that it would interfere with low-flying aircraft.

Mr. McCue left at 9:50 a.m. and Mr. Stone made a motion to approve the minutes from the meeting held on February 29, 2016, as submitted. Mr. Schifferns seconded the motion, which carried unanimously.

The Board reviewed action taken by the E-911 Authority Board to approve the expenditure of up to \$18,000 of budgeted E-911 funds for necessary radio upgrades in the county's dispatch center. Mr. Stone made a motion to approve the expenditure, Mr. Schifferns seconded the motion, and it carried unanimously.

Mr. King called for commissioner reports and Mr. Schifferns reported attending the oil and gas drilling regulation meeting with Mr. Stone on March 1, adding that the state, and subsequently counties, will be affected because of low oil prices. He attended his precinct caucus that evening. On March 2, he spoke with Jeff Fike who wants to change the county classification

from Class V to Class IV in order to provide better salaries for law enforcement. On March 4, Mr. Schifferns spoke with Chris Monks about a complaint from a county resident regarding people driving through his fence. They discussed putting signs such as “No through Route” at the Bovina exit on I-70 in order to help with the issue. People pull off there and then get lost and end up driving through the resident’s fence.

Public Health Director Sue Kelly arrived at that time to give her monthly report. WIC numbers have been down, which may or may not be a good thing, but they are doing more advertising to ensure that residents know the program is available to them. Surveys were sent to Limon businesses to measure attitudes about “vaping” and licensing. The surveys are due for analysis mid-March and Oscar’s Bar and Grill has already banned the practice, which is the prerogative of each individual business at this point. The Limon town board adopted new language to include electronic cigarettes as “off limits” for youth. As for Adult Health, Heike Petersen visited the Logan Industry site in Sterling for ECSDD and also facilitated a Limon Community Conversation to identify new sources of work experiences for developmentally disabled adults. Ms. Kelly attended the Nurse Family Partnership Advisory Council meeting in Burlington on February 4. She has also received two calls from a local pharmacist and spoken with one health care provider about the Family Planning/Well Women Connection programs in Lincoln County that are currently being provided by Kit Carson County. There is concern on their part that it should be run locally and they will do further investigation as to the feasibility of that. Lincoln County Public Health currently holds a pharmacy license to operate the program but has no control as to how it is run. Ms. Kelly said there is talk to move the administrative portion back to Lincoln County. It was originally moved to Kit Carson County in the 90’s because Lincoln County didn’t have a public health director. Ms. Kelly tried to contact the state to see what the contract entails and explained to the Board that she’s not sure if they really want to do anything. Still, she wanted to check with the commissioners first to see if it is acceptable to speak with the Kit Carson County commissioners about it. The Board told her to go ahead as they felt the more local services the county could provide, the better.

Mr. Schifferns asked Ms. Kelly about the vaccine refrigerator and she said that they are still looking but since a new one costs so much, they are waiting to see if someone comes around with a used one. She asked if a decision had been made as to whether or not the commissioners would be moving the annex to the fairgrounds but was told nothing has been decided yet. Mr. King said it was his understanding that if they build a new extension office at the fairgrounds the nurse’s office would like to move to the north part of the annex. She stated that was true and Mr. King told her that DHS would like to use part of the building for visitations, which they could do in what is now currently the public health side. Looking at long-term, Ms. Kelly said the county may want to hire an environmental services person someday, and they could certainly have one of those offices, as well. She added that they could put a wall in the meeting room and make it into two, as she assumes that Baby Bear Hugs will continue to need space there. Mr. King said the Board is determined to do something with the extension office; whether it is moving the annex to the fairgrounds or putting in a building there is yet to be decided.

Once Ms. Kelly had gone, Mr. Stone reported attending the same meeting as Mr. Schifferns on March 1 concerning oil and gas. He also attended his precinct caucus that evening. On March 2, Mr. Stone talked with Rick Ashcraft about cleaning the dirt out of some of the ditches and hauling it to the Stavely Pit. They are also cleaning out several culverts. He stopped by the shop on March 4 and reported they have a 1959 rubber tire packer that needs parts that they can no longer get. They spoke with Chris Monks about it and are considering buying a used one. He attended the superintendent potluck that evening in Karval and Linda Yoder spoke to him about her ideas for a new fair building. She told him that if the commissioners ever agree to build something, they should ask for public input before making a decision.

Mr. King reported sitting in on a mock interview for Boettcher scholarship candidate, Kaeli Humphrey on the evening of February 29. He attended his precinct caucus on March 1 and the ECCOG meeting on March 2. They haven't given up on the broadband plan but the major obstacle continues to be Century Link. He also learned that there is still an Enterprise Zone tax credit available for the fairgrounds and thought that it may be worth contacting NextEra to see if they would be interested in the twenty-five percent state tax credit. He attended the Baby Bear Hugs meeting on March 3 and reported that everything is going well. Their annual fundraiser will be held on July 16; a luncheon at the golf tournament. Travis Taylor has agreed to supply the meat. They will also sponsor an age group in the Limon Easter egg hunt. John Higgins spoke with him on March 6 about some ideas for making the roads better in District Two. He felt the road graders should be left on location and not returned to the county shop at the end of each day, at least in the summertime. Mr. King was concerned with vandalism and wasn't sure if he felt comfortable doing that. Mr. Stone said that they do it in District Three but they park at or near a farm at the end of their shifts. Lastly, Mr. King said that District Two will return to the 10-hour, 4-day work week beginning on March 14, after the time change. Mr. Stone said that District Three would do the same.

Mr. Ensign asked the Board to approve a credit card for Mr. DeWitt, and Mr. Stone made a motion to approve a county credit card with a credit limit of \$1,000 for Land Use Administrator John DeWitt. Mr. Schifferns seconded the motion, which carried unanimously.

Mr. Ensign provided a couple of pictures of the brick and door frame at the roundhouse, stating that they are currently working to put the brick back up that was knocked down above the window. The process for the doors requires they fit the doors, take them to Denver to put the steel frames on, and then bring them back.

Mr. Ensign provided the CAPP Loss-Prevention report and February time sheets for the Administrator, Land Use Administrator, and Public Health Nurse.

At 11:00 a.m., Department of Human Services Interim Director Patricia Phillips met with the Board to discuss the director's position. Mr. King asked that she go over the general process and her salary expectations, and whether or not she felt she could do the job. Mr. Schifferns asked if she has found the position overwhelming or difficult and Ms. Phillips responded that although she isn't overwhelmed, she is a bit concerned with the fact that she isn't. She added

that it made her wonder if she were missing something that she should be doing. She has attended new bookkeeper training where she learned quite a bit, as she feels that is her weakest area in the department. While she did discover that she actually knew more about the programs than she thought she did, she learned how to better supervise the accounting department.

Ms. Phillips stated she felt the commissioners needed to know her background in order to see if they believe she is qualified for the job. She has a Bachelor's degree in social work with a minor in Child Development and Family Relations, and stated she knew in high school that she wanted to be in this line of work. After college, she got her first job in Burlington in 1980 and was there for five years. She transferred to Lincoln County as a Caseworker IV on October 2, 1985, and has been here ever since. Ms. Phillips was the lead caseworker for several years before being promoted to supervisor and has remained in that capacity for the past fifteen years or so. Her job title is Services Administrator and she is certified to do casework and supervisory work. She stated that is good for the county since she would be able to fill in if a caseworker or supervisor were unavailable. She is also certified in Safe Studies, which includes the Foster Parent program, as well as other programs. She does the budget for the CORE programs that DHS is required to provide for families, which is a budget of around half a million dollars, and is familiar with the IV-E Waiver budget as well.

Mr. King wanted to know how comfortable she is with the overall annual budget that is turned into the commissioners and she stated that she feels confident that she can do it, but may need some help. He also asked if she would be able to spot inconsistencies or recognize irregularities in the accounting department. Ms. Phillips admitted she would need help in that area but felt strongly it was something she could learn how to do and consequently handle. She added that she reviews all reports from the state and all vouchers before they are submitted to the commissioners for approval but may need to call on the state for assistance, as she has done for the past few months while interim director. When asked if she felt she could work closely with the accountant to learn what was necessary, she responded that she could without a doubt. She added that she has excellent resources that are very receptive to helping her. Mr. King told her that the administrative and accounting portions of the position would most likely require more training and she agreed, adding that she had worked in a system where directors were supposed to be social workers. She commented that the greatest liability the county would have, if it has one, is in Child Welfare.

Mr. King stated that if Ms. Phillips is offered the director's position, the commissioners have agreed that her position of Service Administrator will not be filled. Ms. Phillips understood and said she would not expect it to be as she plans on utilizing the current supervisors better and helping them become more efficient. She commented that she would continue to do the CORE plan and IV-E plan as she wouldn't want to add too much workload to the supervisors at one time. She added that no one has done the Interstate Compact besides her, so she would continue to do that as well. There is no formal training for it so she would have to teach it to another employee if someone else is to learn it.

Mr. King asked if she has had any problems supervising what once were co-workers. Ms. Phillips responded that since she was already a Service Administrator the relationships she has with the caseworkers and other supervisors haven't changed. However, other staff members either were not supervised at all or were supervised by someone other than her and she didn't have a lot of contact with those employees. She stated they are finding their way with her and although there have been a few minor issues in the past week or so, she feels it is merely that she needs to learn their various personalities and how to work with each individual. Mr. King said he wanted to make sure she is okay with that part of the position and has a support system of some kind. Ms. Phillips said she values honesty and has let the employees know that, but added that she is not above admitting when she has made a mistake. She went on to say that the employees were a little surprised when she told them she had invited the commissioners to stop by at any time but felt it was because they had never had that happen in the past. Ms. Phillips said she encourages them to speak with the commissioners at any time.

Ms. Phillips asked what the Board expects from a director as she wants to know if she meets those expectations. Mr. King told her that he personally wants someone who knows the programs, can step in with Child Welfare, and knows everything that is going on in the county office. He added that he does not believe she needs to be involved with everything at the state level but more so at the local level, although he felt she would need to keep up with some things at the state as well. Mr. Stone said it is important that she can manage the staff and personnel issues and that her employees could come to her in confidence. Mr. Schiffers put in that she has to be a good mediator. Mr. King asked Mr. Ensign if he had anything to add and Mr. Ensign said it is vital that she maintain a good working relationship and open communication with the Board.

Mr. King also said that they would like to avoid past problems regarding employee step raises and that she needed to keep proper documentation for each employee and why they did, or did not, receive their raise. He added that it is imperative that she document any inadequacies and allow the employee to correct their mistakes, and that she and the employee both sign off on any employee contact forms. He could not express enough how critical good record-keeping is.

Mr. King told Ms. Phillips if none of their discussion had changed her mind about wanting the position, he would like to know how much of a salary she had in mind. Ms. Phillips said that she currently makes \$65,244 annually, which is \$5,437 per month. Her predecessor had made \$67,140 annually. Ms. Phillips had conducted a salary study of directors last spring and said the base pay was \$50,760, the market rate was \$71,712, and the maximum was \$83,664. She did not know for sure how the figures were determined but felt they were a good starting point for a comparison. Her proposal was for a beginning salary of \$70,000, which would be \$396 more per month than what she currently makes. She added that by doing away with her previous position of Services Administrator, one of the benefits to the county would be that there would only be one salary over \$65,000 in that department.

Mr. Ensign wanted to know how the request would fit into the county's pay scale and it was

determined that she is currently on Level 11, Step 6. Level 11, Step 10, which is the highest point on the DHS pay scale, would be an annual salary of \$67,884.

Mr. Schifferns said that was lower than Ms. Phillips' request and Ms. Lengel stated that if Ms. Phillips is to remain a county employee, her salary needs to follow the county employee pay scale. Otherwise, the Board would need to sign a contract with her as they had done with Ms. Barksdale, which Ms. Lengel said she thought the commissioners wanted to avoid. If they offered the position at the top of the pay scale, as Sheriff Nestor had done with the undersheriff, Ms. Phillips would only receive cost of living raises until the pay scale was updated. Mr. Schifferns asked what it would take to add steps or levels to the pay scale and Ms. Lengel said that it would require all department heads getting together to complete the process. She added that Roxie Devers had the most knowledge of that procedure and if they wanted to change it, it would be best to contact her to find out how to go about it.

Mr. King told Ms. Phillips the Board would discuss it further and get back to her and Ms. Phillips left the meeting.

Mr. King asked the other commissioners what they wanted to do. Mr. Stone suggested offering Ms. Phillips the job at Level 11, Step 10, on the county pay scale. Mr. King felt he would prefer to start lower, at Step 8, which is an increase of two steps and would still give Ms. Phillips a raise of \$110 per month. She would then have to remain on that step for three years.

Mr. Schifferns made a motion to offer the Human Services Director position to Patricia Phillips for an annual salary of \$66,564; Level 11, Step 8, on the county pay scale, where she would remain for three years. Mr. Stone seconded the motion, which carried unanimously. Mr. King asked Mr. Ensign to formalize the proposal in a letter and give it to Ms. Phillips.

Mr. King called for old business and Mr. Ensign said the thin blue line flag and the framed documents for the courthouse lobby have been ordered. Mr. King asked about the address for the building and Mr. Ensign responded they are still working on that. They wanted to match what is currently on the building but local hardware stores could not comply with the request so Mr. Ensign will need to try and order from somewhere. They had decided to add the street address to the sign out by the flagpole as well. Mr. King also asked for an update on the lift station and Mr. Ensign said there has been nothing from CDPHE yet but the Board would see a bill come through for the final engineering costs.

LeRoy Yowell had suggested the commissioners put together a list of county boards that they serve on and have it published in the newspapers. Mr. Ensign asked if there were any other boards the commissioners serve on that are not listed on the appointments that were approved in January. Mr. King said he serves on the 18<sup>th</sup> Judicial District Forfeiture board but no one else had anything to add.

Mr. Stone asked what they planned to do about the extension office; either build a new building or move the annex, but he felt they'd discussed it enough times without coming to a

decision. Mr. King said if they would do some work on the annex, such as removing the grass and zero-scaping, they could leave it where it is and put in a new building at the fairgrounds, which would be his preference. Mr. Schifferns said they'd have to fix the concrete steps since they are pulling away from the building and the suggestion was made to replace them with wooden steps.

Mr. Schifferns added that it may have to wait for the following year when they can budget for it and Mr. King suggested using Capital Projects money. Ms. Lengel asked how much was currently in the Conservation Trust Fund and if that money could be used to build or purchase a building, as she thought those funds were for the fairgrounds. Mr. Ensign said there is approximately \$60,000 in the fund currently and that the building would be an acceptable use of the money.

Mr. King called for new business and Ms. Lengel said she had a couple of items; first, she plans to close both the clerk's office and the driver examiner's office on Wednesday, April 13, in order for staff to attend motor vehicle training in Sterling, as she did last year. Secondly, U.S. Imaging will be out to scan the last 100 books in the clerk's vault on site. It will be cheaper and the images will have much better quality than if the microfiche cards were sent to Michigan, as they have done with the previous documents. Ms. Lengel informed the Board the crew will be on site 24 hours each day beginning Monday, March 21, through possibly Thursday. She will work a twelve-hour shift and her husband will cover the night shift, as she does not want strangers in her office overnight. She will pay Sergeant Lengel accordingly, although it won't be as high as his normal hourly rate. Ms. Lengel said this phase would complete the project until they decide what they want to do with commissioner records.

The commissioners approved the remaining expense vouchers for the month of February 2016.

#### COUNTY GENERAL FUND

Correctional Officer I Salary \$2,977.38  
Correctional Officer I Salary \$2,953.56  
Chief Deputy Salary \$3,598.00  
Corporal Salary \$3,456.63  
Road Deputy Salary \$3,275.89  
Road Deputy Salary \$3,554.41  
Road Deputy Salary \$3,340.57  
Treasurer Salary \$3,650.00  
Correctional Officer I Salary \$2,965.47  
Land Use Admin Salary \$2,976.00  
Chief Deputy Salary \$3,178.00  
Administrator Salary \$4,230.00  
Road Deputy Salary \$3,247.02  
Clerk I Salary \$2,823.00  
Clerk I Salary \$2,763.00



Assessor Salary \$3,650.00  
Clerk I Salary \$2,566.00  
Deputy I Salary \$2,758.00  
Driver Examiner Salary \$3,135.00  
Correctional Officer I Salary \$2,823.00  
Correctional Officer I Salary \$2,889.40  
Metal Detector Salary \$1,088.00  
Attorney Salary \$2,050.00  
Commissioner Salary \$3,650.00  
Clerk Salary \$3,650.00  
Correctional Officer I Salary \$3,060.75  
Coroner Salary \$825.00  
Correctional Officer I Salary \$3,017.64  
Correctional Officer I Salary \$2,953.56  
Fairgrounds Manager Salary \$1,600.00  
Correctional Officer I Salary \$3,066.30  
Maintenance Salary \$2,883.00  
Janitor Salary \$798.25  
Janitor Salary \$2,418.00  
Undersheriff Salary \$3,658.00  
Sheriff Salary \$4,091.67  
VA Service Officer Salary \$433.33  
Part Time Land Use Salary \$910.00  
Corporal Salary \$3,476.15  
Fairgrounds Part Time \$140.00  
Deputy Clerk Salary \$2,763.00  
Corporal Salary \$3,513.12  
Commissioner Salary \$3,650.00  
4-H Program Assistant Salary \$3,247.00  
Weed Coordinator Salary \$3,304.00  
Victim Assistant Salary \$3,063.00  
Office Manager II Salary \$3,126.00  
Commissioner Salary \$3,650.00  
Clerk I Salary \$2,466.00  
Chief Deputy Salary \$3,026.00  
Appraisal Clerk Salary \$2,616.00  
Correctional Officer II Salary \$3,520.00  
Admin Assist Salary \$3,520.00  
Metal Detector Salary \$1,895.50  
Captain Salary \$3,478.00  
Road Deputy Salary \$3,327.21

30569 ACCA, Dues \$200.00  
30570 Affordable Auto Glass, Windshields \$755.00

30571 AFLAC, Premiums \$1,999.02  
30572 Auto-Chlor, Supplies \$147.75  
30573 BC Services, Garnishment \$636.76  
30574 Blue Tarp, Supplies \$323.95  
30575 Bob Barker, Supplies \$269.80  
30576 Bob Johnson's Computer Stuff, Equipment \$629.98  
30577 Bound Tree Medical, Reimbursement \$440.97  
30578 Brainsell, Accounting Program Update \$1,575.00  
30579 Cash Wa, Supplies \$79.60  
30580 CCNC, Dues \$400.00  
30581 Centennial Mental Health, Contract \$2,657.00  
30582 Century Link, Phone \$66.56  
30583 ChemaTox, Lab \$630.00  
30584 CHP, Insurance \$69,047.95  
30585 Colorado Department of Revenue, Garnishment \$340.00  
30586 Colorado Assessor's Association, Training \$20.00  
30587 Colorado County Treasurer's Association, Dues \$400.00  
30588 Colorado Department of State, Election Training \$80.00  
30589 Cooks Correctional, Supplies \$92.07  
30590 Cranmore Fire Protection, Inspections \$857.00  
30591 Express Toll, Travel \$8.60  
30592 End Point Direct, Supplies \$458.83  
30593 Evergreen Systems, IT Services \$10.00  
30594 Family Support Registry, Garnishment \$54.16  
30595 Farm Gas, Fuel \$541.67  
30596 Lisa Federspill, Coroner Assist \$50.00  
30597 First National Bank Omaha, Charges \$74.19  
30598 First National Bank Omaha, Charges \$58.16  
30599 First National Bank Omaha, Charges \$1,198.88  
30600 First National Bank Omaha, Charges \$173.37  
30601 First National Bank Omaha, Charges \$1,434.95  
30602 First National Bank Omaha, Charges \$417.68  
30603 First National Bank Omaha, Charges \$19.35  
30604 First National Bank Omaha, Charges \$85.14  
30605 First National Bank Omaha, Charges \$63.07  
30606 First National Bank Omaha, Charges \$60.66  
30607 First National Bank Omaha, Charges \$6.45  
30608 First National Bank Omaha, Charges \$14.25  
30609 Great West Life & Annuity, Deferred Comp \$1,940.00  
30610 Hart InterCivic, Annual License & Support \$9,546.00  
30611 Hillyard, Supplies \$387.36  
30612 Holiday Inn, Travel \$516.00  
30613 Christi Hollenbaugh, Travel \$8.80  
30614 Rich Johnson, Coroner Assist \$20.00

30615 John Elway Chevrolet, Parts \$446.28  
30616 Greg King, Mileage \$41.40  
30617 Leo's Electrical, Repairs \$75.00  
30618 Limon Chrysler Dodge, Repairs \$159.90  
30619 LCH, Inmate Medical \$9,846.67  
30620 Lincoln County Road and Bridge, Fuel \$3,116.94  
30621 Lincoln County Clerk, Reimbursement \$10.98  
30622 Lincoln County Extension Fund, Meetings \$700.00  
30623 Kristopher Lukins, Coroner Assist \$60.00  
30624 Mark's, Supplies \$146.70  
30625 Neve's Uniforms, Supplies \$267.30  
30626 Office of the District Attorney 18<sup>th</sup> Judicial District, 1<sup>st</sup> Quarter Payment \$30,539.50  
30627 PayFlex, Cafeteria Plan \$1,173.33  
30628 PayFlex, Fee \$100.00  
30629 Peak Vista Community Health Center, Inmate Dental \$398.00  
30630 Quill, Supplies \$649.25  
30631 Quill, Supplies \$459.87  
30632 Dale Rostron, Coroner Assist \$140.00  
30633 Ed Schiffers, Mileage \$23.85  
30634 Security Mills, Repairs \$846.99  
30635 SEI Private Trust Company, Retirement \$7,127.61  
30636 State of Colorado, March MV Renewals \$243.97  
30637 Doug Stone, Mileage \$159.30  
30638 Town of Limon, Reimbursement \$935.10  
30639 Treasurer of Lincoln County, State Withholding \$5,370.00  
30640 Treasurer of Lincoln County, Federal Withholding \$15,124.39  
30641 Treasurer of Lincoln County, FICA Withholding \$24,133.78  
30642 Tyler Technologies, Licenses \$192.00  
30643 Verizon Wireless, Phone \$87.89  
30644 Witt Boys, Supplies \$8.84  
30645 Xerox, Lease \$861.26

30671 Black Hills Energy, Utilities \$2,467.76  
30672 Colorado Department of Agriculture, Supplies \$72.00  
30673 Colorado State University Extension, Supplies \$115.41  
30674 Colorado Assessor's Association, Training \$20.00  
30675 CCFS, Food \$6,925.55  
30676 John Dewitt, Reimbursement \$25.69  
30677 DirecTV, Television \$333.26  
30678 ESRTA, Phone \$1,674.92  
30679 Eastern Colorado Plainsman, Ads \$1,011.08  
30680 ESRTA, Phone \$473.41  
30681 First National Bank of Hugo, Fees \$49.60  
30682 Hart InterCivic, Caucus Supplies \$48.30

30683 Hugo Lumber, Repairs \$644.10  
30684 KC Electric, Utilities \$5,920.56  
30685 Limon Leader, Ads \$190.00  
30686 Limon Chrysler Dodge Jeep, Repairs \$79.95  
30687 Lincoln County Road & Bridge, Fuel \$2,849.31  
30688 Lincoln County Clerk, Reimbursement \$300.00  
30689 Lincoln County Extension Fund, Meeting \$125.00  
30690 Nebraska Safety & Fire Equipment, Inspection \$450.00  
30691 Office Works, Supplies \$443.99  
30692 Osborne's, Supplies \$87.71  
30693 Personnel Concepts, Supplies \$184.51  
30694 PSI Digital, Supplies \$123.40  
30695 Quill, Supplies \$99.65  
30696 Christine Schinzel, Travel \$49.95  
30697 Spectrum General Contractors, Roundhouse Contract \$42,750.00  
30698 Waxie Sanitary, Supplies \$1,363.68  
30699 Witt Boys, Parts \$154.05  
30700 Witt Boys, Parts \$162.43  
30701 Witt Boys, Parts \$120.03  
30702 Xerox, Lease \$37.19  
30703 XESI, Supplies \$495.98

#### ROAD & BRIDGE

Road Crew Salary \$2,883.00  
Road Foreman Salary \$3,484.00  
Road Crew Salary \$3,183.00  
Road Crew Salary \$2,883.00  
Mechanic Salary \$3,392.00  
Road Crew Salary \$2,823.00  
Road Crew Salary \$2,943.00  
Road Crew Salary \$3,123.00  
Road Crew Salary \$2,823.00  
Road Crew Salary \$3,123.00  
Road Crew Salary \$2,823.00  
Road Crew Salary \$2,823.00  
Road Crew Salary \$3,003.00  
Road Crew Salary \$3,243.00  
Road Crew Salary \$2,943.00  
Road Crew Salary \$3,003.00  
Road Crew Salary \$2,883.00  
Road Foreman Salary \$3,424.00  
Road Crew Salary \$2,823.00  
Road Foreman Salary \$3,824.00

Road Crew Salary \$3,003.00  
Road Crew Salary \$2,943.00  
Road Crew Salary \$3,003.00  
Road Crew Salary \$3,243.00  
Shop Secretary Salary \$3,183.00  
Road Crew Salary \$2,763.00  
Road Crew Salary \$2,763.00

30505 21<sup>st</sup> Century, Parts \$890.21  
30506 Ace Irrigation, Check Reissue \$1,771.42  
30507 Affordable Auto Glass, Parts \$569.00  
30508 AFLAC, Premiums \$942.77  
30509 Town of Arriba, 1<sup>st</sup> Half Allocation \$2,555.50  
30510 Black Hills Energy, Utilities \$948.52  
30511 Blue Tarp, Supplies \$362.78  
30512 CHP, Insurance \$44,804.11  
30513 Corporate Billing, Parts \$605.42  
30514 Cranmore Fire Protection, Inspections \$1,979.00  
30515 Division of Mining Reclamation and Safety, Permit Renewal \$646.00  
30516 Dragon ESP, Supplies \$399.74  
30517 Drive Train, Supplies \$139.98  
30518 Family Support Registry, Garnishment \$605.80  
30519 First National Bank Omaha, Charges \$422.05  
30520 First National Bank Omaha, Charges \$356.00  
30521 Flagler Cooperative, Fuel \$17,892.82  
30522 Forward Edge, Testing \$103.50  
30523 Town of Genoa, 1<sup>st</sup> Half Allocation \$1,682.00  
30524 Great West Life & Annuity, Deferred Comp \$2,780.00  
30525 Charles Hoffman, Check Reissue \$7,476.50  
30526 Town of Hugo, 1<sup>st</sup> Half Allocation \$11,664.00  
30527 Hugo Lumber, Supplies \$115.28  
30528 Judd Kravig, Gravel \$855.50  
30529 Town of Limon, 1<sup>st</sup> Half Allocation \$70,531.00  
30530 LCH, Physicals \$36.00  
30531 MacDonald Equipment, Spreader \$2,014.00  
30532 MHC Kenworth, Supplies \$38.45  
30533 MVEA, Utilities \$680.46  
30534 Newman Signs, Letters \$104.83  
30535 Kyle Newsom, Sand \$1,917.00  
30536 PayFlex, Cafeteria Plan \$15.00  
30537 Rocky Mountain Cleaning, Parts \$49.00  
30538 Safety Kleen Systems, Equipment Rental \$261.64  
30539 SEI Private Trust Company, Retirement \$4,729.20  
30540 Snap On Tools, Tools \$187.00

30541 Steel Corner, Supplies \$257.94  
30542 Sunrise, Parts \$89.25  
30543 Treasurer of Lincoln County, State Withholding \$2,224.00  
30544 Treasurer of Lincoln County, Federal Withholding \$5,863.49  
30545 Treasurer of Lincoln County, FICA Withholding \$12,453.56  
30546 United States Welding, Equipment Rental \$48.37  
30547 Wagner, Repairs \$6,650.64  
30711 ALSCO, Equipment Rental, \$75.95  
30712 Blue Tarp, Supplies \$150.39  
30713 Corporate Billing, Parts \$3,998.46  
30714 DJ Petroleum, Fuel \$5,509.99  
30715 Town of Genoa, Water \$111.50  
30716 Groove Ford, Parts \$89.64  
30717 Hugo Lumber, Supplies \$112.73  
30718 KC Electric, Utilities \$305.04  
30719 Mile Saver Shopper, Ad \$89.80  
30720 United States Welding, Supplies \$294.42  
30721 Vance Brothers, Road Oil \$11,895.00  
30722 Volvo of Denver, Parts \$839.00  
30723 Wagner, Parts and Repairs \$3,797.50  
30724 Witt Boys, Parts \$785.58

#### CAPITAL PROJECTS

30704 Meyer & Sams, Engineering \$17,972.30

#### E911

30709 Century Link, Phone \$256.52

#### LANDFILL

Operator Salary \$3,003.00  
Manager Salary \$3,364.00  
Landfill Salary \$454.25

30646 CHP, Insurance \$2,747.87  
30647 Evergreen Systems, IT Services \$42.00  
30648 MVEA, Utilities \$99.02  
30649 SEI Private Trust Company, Retirement \$429.78  
30650 Treasurer of Lincoln County, State Withholding \$262.00  
30651 Treasurer of Lincoln County, Federal Withholding \$774.78

30652 Treasurer of Lincoln County, FICA Withholding \$1,043.66

30725 ESRTA, Phone \$76.14

30726 Lincoln County Road & Bridge, Fuel \$16.30

30727 Osborne's, Supplies \$87.41

30728 Witt Boys, Parts \$46.22

#### LIBRARY

Bookmobile Salary \$593.51

Bookmobile Salary \$970.83

30653 Brodart, Lease and Subscriptions \$3,162.00

30654 Colorado Library Consortium, Training \$125.00

30655 Eastern Colorado Plainsman, Ad \$52.50

30656 Kapco, Supplies \$213.84

30657 Limon Leader, Ads \$102.13

30658 Limon Memorial Library Board, Fees \$3,424.00

30659 Lookout Books, Books \$795.06

30660 Mile Saver Shopper, Ad \$60.00

30661 Office Works, Supplies \$32.00

30662 Smart Apple Media, Books \$955.98

30663 Treasurer of Lincoln County, State Withholding \$3.00

30664 Treasurer of Lincoln County, Federal Withholding \$6.85

30665 Treasurer of Lincoln County, FICA Withholding \$239.36

30666 Viaero Wireless, Phone \$32.44

30710 DJ Petroleum, Fuel \$41.05

#### LODGING & TOURISM

30667 Advanced Small Business Marketing, Marketing \$5,897.00

30668 Danielle Dascalos, Marketing \$825.00

30669 Linda Olsen, Christmas Tour \$500.00

30670 Techno Graphics, Maps and Tours \$5,809.74

#### PUBLIC HEALTH AGENCY

Nurse Salary \$3,347.00

Doctor Salary \$75.00

EPR Coordinator/Office Manager Salary \$2,726.00

Nurse Salary \$3,886.00

WIC Educator Salary \$2,581.00

Part-time Tobacco Educator \$693.88

30548 AFLAC, Premiums \$130.00  
30549 American Lung Association, Refund \$86.68  
30550 CCNC, Dues \$100.00  
30551 CDPHE, Certificates \$214.25  
30552 Century Link, Phone \$174.09  
30553 CHP, Insurance \$3,118.00  
30554 Evergreen Systems, IT Service \$25.00  
30555 First National Bank Omaha, Charges \$284.53  
30556 First National Bank Omaha, Charges \$95.88  
30557 First National Bank Omaha, Charges \$420.20  
30558 Tracy Grimes, Rent \$515.00  
30559 Hoffman Drug, Supplies \$15.27  
30560 Lewan & Associates, Copies \$52.91  
30561 Lincoln County Road and Bridge, Fuel \$80.39  
30562 Osborne's, Supplies \$111.17  
30563 Quill, Supplies \$76.40  
30564 Sanofi Pasteur, Vaccinations \$838.86  
30565 SEI Private Trust Company, Retirement \$400.15  
30566 Treasurer of Lincoln County, State Withholding \$434.00  
30567 Treasurer of Lincoln County, Federal Withholding \$1,109.59  
30568 Treasurer of Lincoln County, FICA Withholding \$2,016.36

30705 CDPHE, Certificates \$245.00  
30706 ESRTA, Phone \$273.74  
30707 Osborne's, Supplies \$78.50  
30708 Welco LKA, BMTF Supplies \$66.07

#### HUMAN SERVICES ADMINISTRATIVE FUND

Child Support Admin Salary \$3,117.00  
Child Support Admin III Salary \$2,688.00  
Council Representative Salary \$698.66  
Income Maintenance Tech II Salary \$2,688.00  
Caseworker II Salary \$3,596.00  
Caseworker III Salary \$3,654.00  
Accounting Clerk V Salary \$3,007.00  
Caseworker I Salary \$3,571.00  
IMT IV Salary \$3,007.00  
Assistance Pmts Supervisor V Salary \$3,525.00  
Child Welfare Supervisor Salary \$4,348.00  
Child Welfare Supervisor Salary \$4,348.00  
Interim Director Salary \$5,437.00  
Caseworker IV Salary \$3,988.00  
CKLECC Coordinator Salary \$1,021.35



IMT V-Fraud Investigator Salary \$117.75  
CKLECC Council Coordinator Salary \$1,230.23

66756 Eastern Colorado Plainsman, Ad \$157.50  
66757 ESRTA, Phone \$853.32  
66758 Evergreen Systems, IT Services \$80.00  
66759 Farm Gas, Fuel \$82.18  
66760 Lexis Nexis, Subscription \$50.00  
66761 Limon Leader, Ads \$213.75  
66762 Lincoln County Road & Bridge, Fuel \$240.82  
66763 Lincoln County DHS, Reimbursement \$395.78  
66764 Osborne's, Supplies \$8.68  
66765 Xerox, Lease \$208.24  
66766 Haley Smith, Travel \$348.30  
66767 Witt Boys, Supplies \$3.60  
66768 Century Link, Phone \$148.58  
66769 CDHS, Contract \$13,262.82  
66770 CGHSFOA, Training \$250.00  
66771 Fast N' Friendly, Client \$77.47  
66772 First National Bank Omaha, Charges \$89.00  
66773 First National Bank Omaha, Charges \$326.70  
66774 First National Bank Omaha, Charges \$25.66  
66775 First National Bank Omaha, Charges \$358.85  
66776 First National Bank Omaha, Charges \$16.18  
66777 First National Bank Omaha, Charges \$492.33  
66778 First National Bank Omaha, Charges \$640.91  
66779 First National Bank Omaha, Charges \$33.20  
66780 First National Bank Omaha, Charges \$105.50  
66781 First National Bank Omaha, Charges \$97.24  
66782 First National Bank Omaha, Charges \$246.05  
66783 Tracy Grimes, Rent \$385.00  
66784 Lincoln County DHS, Reimbursement \$1,710.13  
66785 Lincoln County Treasurer, Rent \$1,882.00  
66786 Matthew Bender, Subscriptions \$280.18  
66787 Office Works, Supplies \$142.49  
66788 Rose Padilla, Contract \$143.75  
66789 Scranton Specht & Associates, Legal \$6,695.00  
66790 Client, \$500.00  
66791 Verizon Wireless, Phone \$1,262.98  
66792 Viaero, Phone \$36.16  
66793 Xerox, Lease \$217.31  
66794 Candace Chamberlain, Travel \$98.64  
66795 Kelly Johnson, Travel \$42.45  
66796 Lauren Lyons, Travel \$113.52

66797 Julie Witt, Travel \$88.20  
66798 Lincoln County Treasurer, Withholdings \$13,548.64  
66799 CHP, Insurance \$21,938.32  
66800 SEI, Private Trust Company, Retirement \$3,170.78  
66801 Great West Life & Annuity, Deferred Comp \$1,275.00  
66802 PayFlex, Cafeteria Plan \$300.00  
66803 AFLAC, Premium \$643.11

With no further business to come before the Board, the meeting was adjourned until 9:00 a.m. on March 18, 2016.

---

Corinne M. Lengel, Clerk to the Board

---

Greg King, Chairman