

MINUTES – REGULAR MEETING GRAND COUNTY BOARD OF COUNTY COMMISSIONERS

February 23, 2016

Present: Commissioner E. Jane Tollett, Commissioner District 1 – Chair
Commissioner Merrit Linke, Commissioner District 2
Commissioner Kristen Manguso, Commissioner District 3
County Attorney Alan Hassler
Interim County Manager Ed Moyer
Road and Bridge Superintendent Ken Haynes
Interim Finance Director Cathy Henderson
Juvenile Services Director Kelly Friesen

Those presented recited the Pledge of Allegiance.

Housing Authority

The Board convened a Special meeting of the Grand County Housing Authority.

Finance Director

Cathy Henderson, Acting Finance Director, presented the Warrant Register and Expenditure List to be paid on February 24, 2016, for vendor payments. The list for this period was verified for the Board's approval.

Commissioner Manguso moved to approve the vouchers including cell phone reimbursement as described by the Interim County Manager Ed Moyer, and wire payments presented on February 23, 2016 for payment on February 24, 2016 for Grand County.

The motion passed unanimously.

Ms. Henderson presented the Board with the report of fixed assets.

Social Services

The Board convened a Special meeting of the Board of Social Services.

Road and Bridge Update

Road and Bridge Superintendent Ken Haynes with Bill Clark, Micah Benson and Jennifer Scott appeared before the Board.

Road and Bridge Office Supervisor Micah Benson presented a new lease on Hanger No. 2 at the Granby Airport with Doug Zook. Bill Fletcher has moved out. The annual payment remains the same.

Commissioner Linke moved to approve the Hanger Lease for Hangar #2 as presented by Micah Benson regarding the hangar lease at the Granby Airport with Doug Zook.

The motion passed unanimously.

Foreman with Division of Natural Resources Jennifer Scott requested a signature of the Board chairman for the approval of the annual modification to the existing Participation Agreement with the US Forest Service. This Participation Agreement is adopted once every five years. An annual modification is presented each year to reflect the fund the Forest Service has available for Grand County to perform noxious weed treatment on Forest Service lands. For 2016 the Forest Service has \$5,000 for each of the three districts for a total of \$15,000.

Commissioner Linke moved to approve the modification of a grant agreement regarding the noxious weed program with Rocky Mountain G & A Center of Excellence and with the US Forest Service, Arapahoe Roosevelt National Forest Service out of the Sulphur Ranger District, the Parks Ranger District, and the Yampa Ranger District as noted.

The motion passed unanimously.

Road and Bridge Assistant Superintendent Bill Clark was present to answer any questions on Rawley Park.

Commissioner Linke asked what the County is going to do to move forward now that it has the history.

Mr. Clark stated that from the Road and Bridge standpoint at some point in time staff would like to fence the south boundary. That would delineate the property so the public would not be trespassing.

Mr. Clark stated that at some point staff needs to pursue the right-of-way because the agreement with Denver Water was never signed. It is time to review that again and tie it up which would give access to the property. At one point the County was reluctant to sign the agreement because there were statements on maintenance of the road that needs to be addressed.

The property was not fenced in the past because of budget and the property was not being utilized. The cost of fencing the property would be approximately \$4,000.

Commissioner Manguso would like to go back and look at the documents because \$4,000 is a lot of money because of the budget situation.

The property has belonged to the County since 1988, has never been fenced, but this may be a good time to build the fence to be a good neighbor.

Superintendent Haynes related to the Board that freezing and thawing is going on which affects pavement structure all over the County.

County Road 804 has alligatoring happening in several segments along the uphill grade. There is poor subsurface in the compaction and/or moisture. There was a lot of moisture last fall prior to paving the road. It was agreed that the contractor would work on the road and repair it this spring or summer. Mr. Haynes believes it needs to dry out and then look again.

Commissioner Manguso wondered how the County could make sure Morrow & Sons makes this as a priority this spring. She also wondered who pays for Mr. Gagnon's extra engineering.

Superintendent Haynes stated he has never heard of anyone arguing about the worth of snow catches, other than maybe damaging vegetation, trees or grass on their lands. He had a citizen argue that they could prove that snow catches were not worthy.

Superintendent Hayes would appreciate a letter from the Board or manager's office stating that this is a procedure that the County would like to continue. He strongly recommends that the County continue the use of snow catches. Using snow catches has a history to it and a worth to it. Drift snow is hard and he cannot imagine an ambulance trying to get through that kind of drift. Snow catches saves problems.

Commissioner Tollett thought the communications to Mr. Reichert was respectful and she is in favor of continuing to use of snow catches. She is ok with Superintendent Haynes sending the letter.

Commissioner Linke said he agrees with the use of snow catches.

Commissioner Manguso questioned the Superintendent on the county road involved and he responded that it is County Road 519. She asked if Mr. Reichert's concern was that the County spends about \$2,000 a year or is there is an underlying problem. She believes the letter should be from Superintendent Haynes, but she does believe that in the letter there should be an offer for the gentleman to provide a more effective or efficient means to the Board. She is open to hearing options and if he has options, she would like to invite Mr. Reichert to present the options to the Board.

Commissioner Linke would like the use of snow catches continued until some other means is presented.

Superintendent Haynes asked the Board if he could enter into a services contract with Power to the People for an amount not to exceed \$2,000 for the installation of safety exit equipment in the conference room at the Road and Bridge Shop in Granby. There would be three different signs, an outside light to illuminate with a downward illumination of the back stairs, and there is an unsafe electrical outlet that will be fixed.

The Board gave its consent to move forward on that.

General Public Comments/Issues by any member of the public wishing to address the Board

There were no public comments.

Departmental Contracts, Comments, Issues

Juvenile Services Director Kelly Friesen presented the Senate Bill 94 Plan for the 14th Judicial District because the Board is the fiscal agent. The plan has been signed by Judge O'Hara, Dennis Martinez, Kelly Friesen, and Dave Lee the Regional Director.

Commissioner Manguso moved to authorize the Chair to sign the Senate Bill 94 Detention Continuum. It is the Juvenile Services Plan for Fiscal Year 2016 and 2017 for Grand, Routt, and Moffat Counties.

The motion passed unanimously.

Manager and Attorney Items

Interim County Manager Moyer received an updated draft IGA from Tabernash Meadows Water and Sanitation District that he will review.

Interim County Manager Moyer presented a letter from the Grand County Historical Association to the Friends of the Granby Airport Inc. regarding the museum at the Granby Airport Terminal Building. He has been in communication with Mark Harrington with the EAA Chapter and Dan Nolan with the Historical Association in regard with how they accommodate the museum in the future. It is the Legal Department's opinion that the County does need to have an additional lease directly with the Historical Association to accommodate that use. The lease today is with the EAA Chapter who has insurance for their uses but that insurance does not cover the museum.

The County will have two leases, one with the EAA and one with Grand County Historical Association. Grand County Historical Association will have to provide its own insurance.

Interim County Manager Moyer broached the subject of an email on St Judes' proposed legislation. St Judes was a water court case that the courts held that recreational piscatorial and esthetic use were an unlawful use on a direct basis under the Colorado Constitution. This is opposite of what Grand County, the River District, and the Western Slope has negotiated in terms of water and various agreements. There are also cases pending. The water attorney's recommendation is to support the proposed legislation because: 1) it protects releases for community recreation contracts that shepherd the flows from Granby Reservoir and Green Mountain Reservoir to the fifteen mile reach; 2) It would protect the environmental flow decree for incidental recreation uses if and when the decree is signed; and 3) That recreational use and environmental flows are a key part of the Colorado River Cooperative Agreement and the Windy Gap Firming Project Intergovernmental Agreement.

It is adding language specifically that recreational piscatorial and esthetic uses as qualifiers.

Commissioner Manguso moved to formalize the fact that the Board is in support of the St Judes' Case.

The motion passed unanimously.

Interim County Manager Moyer presented an agreement for funding of Phase 2 of the Windy Gap Reservoir Bypass Project Design and Permitting Services. There is a Phase 1 Contract that committed Grand County, Upper Colorado River Alliance, and the River District in the amount of \$85,000 for engineering and design. The agreement for funding of Phase 2 does not commit Grand County for funding the additional \$300,504. There is \$250,000 of that amount that is a grant from the Gates Family Foundation that would be forwarded to Trout Unlimited, another \$10,000 from the Upper Colorado River Alliance, and another \$10,000 from the River District. There is a remaining \$30,000 of the contract that is unfunded at this time but there have been various grants applied for including a grant to request a Colorado River Basin Roundtable.

Commissioner Manguso moved to authorize the Chair to sign the Agreement for funding of Phase 2 of the Windy Gap Reservoir Bypass Project Design and Permitting Services. This is an agreement by and between the municipal sub-district of the Northern Colorado Water Conservancy District which is known as the Sub-district, the Colorado River Water Conservation District, Grand County Board of Commissioners, Trout Unlimited, and Upper Colorado River Alliance. This agreement is zero cost to Grand County, there is no funding requirements to Grand County in this agreement.

The motion passed unanimously.

Interim County Manager Moyer presented three letters to North American Title, Grand Foundation and Summit County for reimbursement of State Highway 9 Project.

Commissioner Manguso move to authorize the signature to the North American Title Company in the amount of \$8,554.21, Grand Foundation to reimburse \$1,993.02, and Summit County a request for \$534.64. This is for the Colorado State Highway 9 Project.

Interim County Manager Moyer stated there was a payment in today's vouchers, and including that payment, Grand County has approximately \$1,230,000 left to pay in 2016.

The motion passed unanimously.

County Attorney Hassler presented the Consent Agenda.

Resolution No. 2016-2-24, "A RESOLUTION APPROVING AND AUTHORIZING THE CHAIRMAN OF THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO TO EXECUTE AN APPLICATION FOR THE COLORADO PARKS AND WILDLIFE IMPACT ASSISTANCE GRANT"

Resolution No. 2016-2-25, "A RESOLUTION BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO APPROVING A CAPITAL EXPENDITURE BY THE GRAND COUNTY SHERIFF TO PURCHASE A NEW TRUCK TOPPER"

Resolution No. 2016-2-26, "A RESOLUTION BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO APPROVING A CAPITAL EXPENDITURE BY THE GRAND COUNTY SHERIFF TO PURCHASE A NEW TRUCK STORAGE UNIT"

Resolution No. 2016-2-27, "A RESOLUTION BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO APPROVING A DONATION TO NORTHWEST COLORADO VISITING NURSE ASSOCIATION FOR HOSPICE SERVICES"

Resolution No. 2016-2-28, "A RESOLUTION BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO APPROVING THE WAIVER OF THE USE FEE FOR THE USE OF THE CSU EXTENSION HALL BY KREMMLING PRESCHOOL"

Resolution No. 2016-2-29, "A RESOLUTION APPROVING AND AUTHORIZING THE CHAIRMAN OF THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO TO EXECUTE THREE (3) ANNUAL REPORT FORMS FOR 2015 STORMWATER DISCHARGES ASSOCIATED WITH NON-EXTRACTIVE INDUSTRIAL ACTIVITY"

Resolution No. 2016-2-30, "A RESOLUTION APPROVING AND AUTHORIZING THE CHAIRMAN OF THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO TO EXECUTE A LETTER OF AGREEMENT BETWEEN STROHAUER FARMS, INC. AND THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO FOR THE RENEWAL OF A GRANBY-GRAND COUNTY AIRPORT HANGAR LEASE"

Resolution No. 2016-2-32, "A RESOLUTION BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO APPROVING AND ADOPTING A DEPARTMENT OF ROAD AND BRIDGE SNOW PLAN POLICY, EFFECTIVE FEBRUARY 16, 2016"

Commissioner Manguso moved to approve the Consent Agenda as shown on the Regular Board agenda.

The motion passed unanimously.

County Attorney Hassler presented an abbreviated Board of Social Services meeting memo. The information provides meeting procedures.

Commissioner Tollett stated that it appears that not every county has the same procedure, but it can be helpful to meet separately to have separation between the Board of County Commissioners, Social Services, Housing Authority and Board of Health.

County Attorney Hassler related that having separate meetings you are exercising particular authority for that agency at a given time.

County Attorney Hassler said that the best degree of separation would be to have separate agenda, minutes and vouchers but administratively and to conduct a meeting in a timely manner the County could create within the weekly Board meeting separate agenda items and recognize that the Board is changing what capacity they are acting. The Board could recess the meeting, convene meeting in the next capacity, then adjourn the current meeting and resume as Board of County Commissioners.

County Attorney Hassler said that with the vouchers the finance department would continue to run vouchers in the same sequence so there would be no change to them. The change would be the approval of the County vouchers would be motioned first thing in the morning, move into the next capacity and approve those vouchers.

County Attorney Hassler said these are separate authorities and the County Attorney's office recommendation is that the Board take some steps to separate them out.

Commissioner Linke's believes the Board is trying to fix a problem that does not exist and Commissioner Manguso agreed with him.

Commissioner Tollett agreed with the other two commissioners but the County Attorney had a court case where there is some legal action against the county that would be when this issue would come into play.

County Attorney Hassler stated that the issue arises in liability cases where the county is sued for money damages for violation of constitutional rights or for improper exercise of authority. It would not arise in the numerous Social Services cases.

Commissioner Linke questioned if it would be worth a discussion with CCI.

Commissioner Tollett believes that if the attorney is trying to protect the County's liability in the event of a lawsuit the Board should heed his advice.

Commissioner Manguso would rather look into the matter more. Commissioner Linke directed the attorney to talk to CCI and then follow their protocol.

County Attorney Hassler said if they were going to check with CCI he suggested they also check with CTSI because they are the liability insurance administrator.

Interim County Manager Moyer indicated there could be a simple way to adjust the agenda to comply with the County Attorney's concern.

County Attorney Hassler gave an update on activities. Later in meeting there will be discussion on a request for easement.

There was a discussion last week about vendors on County properties and County Attorney Hassler believes that has been resolved as long as the vendors register with the County Managers Office to show they are paying their sales taxes.

Commissioner Manguso wondered why this matter came up and asked if the County would make the pie ladies, girl scouts, etc. go through this process.

County Attorney Hassler said the matter came up because the former candy lady resigned and a new person asked to take over the place. Mr. Hassler identified to the Board the potential legal concerns about the matter which is his job. There is concern about fairness, equality and liability.

Commissioner Manguso wondered if this matter extended to the pie ladies, Girl Scouts, etc.

Interim County Manager Moyer stated that County Attorney Hassler is pointing out there is a section in the Personnel Manual that identifies this matter and that they need to register with the Managers' office. In the past there have been no forms filled out and it has been a verbal ok.

The Board agreed that if this is a County Policy then it should be followed.

Interim County Manager Moyer indicated that a registration form will need to be completed whether they are for profit or non-profit. He said he will work with legal and come up with a very simple registration process to follow.

Interim County Manager Moyer responded to Commissioner Tollett's request for information on Western Area Power Authority and the Windy Gap Switchyard and the upgraded power transmission line between Windy Gap and Granby Pumping Station. He stated that information was put in the Commissioner's drop box.

Commissioner Linke provided the information that Western Area Power Authority circumvented the County's authority to work with them on the esthetics of putting a high voltage power line across scenic Grand Lake area.

County Attorney Hassler stated that the Board could discuss WAPA's proposed easement offer which was \$1,050. The County could propose language that to make improvements and/or change the road that it would require written approval of the County. They would also include notice before they access the property.

The Board suggested it reply and negotiate the suggested offer by increasing the amount.

County Attorney Hassler gave an update on a discussion the previous week on the Open Record Act Policy of the County. He wrote the commissioners and Clerk and Recorder Rosene. He said if the Board wants to revisit the policy they could work on what changes they may want.

County Attorney Hassler stated the County has been working with EMS on a subpoena response. The EMS records have been subpoenaed in relationship to a lawsuit against the Town of Kremmling and some deputies of the County Sheriff. They are trying to get the appropriate response and respect the named patient's HIPPA protections.

Community Development Director Bill Gray stated the town of Granby has requested a variance request through Grand County's zoning regulations. The town of Granby is working on the water treatment distribution system. One of the well houses has to be replaced and they cannot meet the setbacks so they have asked for a variance and have asked Grand County to waive the review fee for the variance. They are willing to pay for the building permit fees. Staff is asking the Board of Commissioners to ask if the town of Granby would pay for the Public Hearing costs. The staff request is for a waiver of the variance fee but the Town of Granby would be responsible for Public Hearing costs.

Commissioner Manguso moved to waive the variance fee for the town of Granby on a variance for a water pump house on the condition of them paying the public notification fees.

The motion passed unanimously.

Mr. Gray informed the Board that over the last twelve months his office has been processing a lot of lot line adjustments where staff is doing an amended final plat. Many of the amended final plats include a sister/sub application. Mr. Gray is asking the Board if staff can apply the review fee and not charge the applicant another Vacation Fee of \$750. Mr. Gray does not add to staff time but there are some notifications made. When having an overlapping application, Community Development is asking to just charge the Development Fee for the main application which would be the Amended Final Plat.

Commissioner Manguso believes this is a great idea and it should be done administratively.

Mr. Gray stated that Grand County does not have a process for vacating easements/plats. They have always used the reference of the right-of-ways statute when doing a vacation but when looking at codes they are not adding a regulation but to add a procedure.

Interim County Manager Moyer believes that Mr. Gray is asking for two things. The first thing is moving forward with a new process and the second thing is on this particular vacation is it ok to waive the vacation fees.

Commissioner Tollett does not understand the process enough to know what the County is getting into. She is not as familiar with planning and zoning as Commissioner Manguso

Mr. Gray said it is a type of subdivision. They have always processed them as an Amended Final Plat but really what they are is a vacation/elimination of a property line and a utility easement that is common to two lots. Most of the time there is never any problems. On any of the applications there are letters that go out to all utility companies before anything is changed.

County Attorney Hassler reiterated that any plat has to be approved by the Board of County Commissioners.

Commissioner Tollett said she was all for streamlining processes but she wondered what is different.

Mr. Gray said the processes would be more administrative in function. This is a two-step process and would continue as a two-step process. His department would front load the process so all information is gathered before presenting to the Planning Commission and the Board of County Commissioners.

Commissioner Tollett wondered if there were other changes that Mr. Gray would like to make.

Commissioner Tollett is in favor in Mr. Gray's department coming forward with recommendations on streamlining

Commissioner Linke moved to waive the Utility Easement Vacation Fee for Lot 51 and 52 of the Amended Final Plat Grand View Park Subdivision as presented by Bill Gray, Building Department Coordinator.

Discussion: People are combining lots because they do not want to have neighbors right next door. People in unincorporated Grand County want more space.

The motion passed unanimously.

Board Business/Calendars

February 23 Budget Hearings for Juvenile Services, Community Development and Social Services
February 25 & 26 Commissioner Linke attending Club 20 Policy Meetings in Grand Junction

Commissioner Tollett will be out next 5 days but will have laptop/phone so she can be reached.

Commissioners Linke and Manguso attended the Legislative Breakfast in Idaho Springs. There were informal conversations and brought back information on Clear Creek County's assessed valuations.

Commissioner Linke went to Indian Peaks Redistricting Town Hall Meeting. They are trying to become a charter school through the state instead of a charter school under the East Grand School District. That would not affect what the County does as far as PILT money is concerned.

Commissioner Linke went to Grand Enterprise as part of the resource team.

On Thursday, February 18, Commissioner Linke was on a conference call for four hours with the Associated Governments of Northern Colorado on the Sage Grouse Review Committee. They interviewed the two finalist organizations and chose one.

Commissioner Linke attended the Stock Growers annual meeting and gave a commissioners report.

On February 22, there was an 1177 but Commissioner Linke did not go because it was not the full 1177 executive committee. It was the Next Steps Committee meeting which is to implement things that are in the water plan.

Commissioner Tollett had a meet and greet with the Winter Park/Fraser Chamber of Commerce. There were questions about Touch the Sun and other things such as health care costs in resort areas.

Commissioner Tollett attended the Ethics Committee meeting on February 22. There is a document and will get another review from the Ethics Committee and then it will be ready to roll out to the department heads. After that step the committee will get public input. The next step after that would be the eight strongly worded statements and policies that will help people understand how people are being helped and how complaints are handled.

There was discussions among the Board members about installing a suggestion box somewhere in the building.

Interim County Manager Moyer informed the Board that there is a link on the website for Colorado Water Plan. The CRCA document is on there as well.

Proposed Resolution Amending Sections of the Grand County Personnel Manual

County Attorney Hassler said that in setting the 2016 Budget the Board of County Commissioners established new procedures and rules for the Emergency Medical Services Department so changes were needed to the Personnel Manual. Also the Board has wanted to express that elected officials and directors had authority to work toward more flexibility in scheduling and there is a need to amend the Personnel Manual to meet those goals. The County Attorneys' Office drafted proposed changes, took the draft to the Board and then to the Personnel Policy Review Committee. After those reviews and suggested changes, the proposed amendments to the Policies are now again before the Board.

Proposed changes:

Section 1.02 be amended by addition of a sentence at the end to reflect that work schedules, hours of work, paid vacation, sick leave, holidays and personal leave provisions of the manual do not apply to the EMS employees to the extent that EMS makes other provisions for those. This is similar to the provisions that are not applicable to the Sheriffs' Department for the same reason. Both of these entities have 24/7 staffing and they need to establish schedules to reflect their needs.

Section 4.02 Internal Recruitment Procedure – proposed changes here include policy statement that Grand County seeks to retain and develop its’ employees by providing advancement and transfer opportunities within the county. It continues the statement that the county attempts to fill vacant positions from within first. In order to clarify the procedure on in-house recruitment the section is changed to provide that notice of any open positions due to vacancy/new position/or reorganization shall be posted internally for a period of at least five business days during which time applications will be accepted only from current county employees.

Chapter 5 Introduction paragraph changes are made to reflect the special scheduling needs of the Grand County EMS and to update the existing reference to the EMS Operating Procedures Manual so it is not relying on the EMS Operating Procedures Manual as it existed in 2002/2003.

Section 6.02 Hours of Work is proposed to clarify that the County Fair Labor Standard work week commences at 12:00 a.m. each Sunday morning. This is done to give all departments and the county a clear starting point for calculation of overtime and other wage and hour issues under the Fair Labor Standards Act. The other change state the Board of County Commissioners, appointed officials or elected officials may establish actual hours of work for the department, for specified divisions, or for individual employees in order to meet the program needs or workloads. This is a clarification on that kind of flexibility.

County Attorney Hassler said that inherent in looking for flexibility and scheduling employees the county needed to move away from current manual language that reflect actual hours worked and move toward the concept of hours regularly scheduled to work. The reason this was an issue is that the benefits provision in Section 10.04 Group Health Insurance had been interpreted such that if an employee did not work at least 35 hours in a work week and that 35 hours had to consist of actual work, work charged to sick leave, or work charged to vacation. If they did not meet that standard then the way the manual is interpreted they lost their family health insurance benefits.

Section 10.04 changes to refer to the regularly scheduled work week instead of actual hours of work. The changes continue to reflect that employees regularly scheduled to work less than 20 hours per week receive no county health benefits.

The county health benefit available to employees regularly scheduled to work 20 to 29 hours is changed to specify that it is single coverage basic health insurance benefits and that the employee may purchase those at the applicable rate. That applicable rate has been established through the premiums of the insurance and then continuing policies for those employees.

The third category is employees regularly scheduled to work 30 hours or more per week. This is a change from prior which there was a special bracket for 30-35 hours under the Affordable Care Act. The county needed to provide the same benefits for persons working more than 30 hours as it was providing for those working more than 35 hours. This is going to extend fully paid single health benefits to three employees and will also bring the county under compliance for the Affordable Care Act. The other aspect of that is again going to the concept of regularly scheduled work hours instead of hours worked. Those employees working more than 30 hours will have the opportunity to purchase family health coverage by paying the monthly premium by payroll deduction.

County Attorney Hassler stated that those are the changes that have been proposed and they have been put into the form of a resolution. The resolution is in the drop box and he is asking the board to consider making the changes.

Commissioner Linke moved to accept all these proposed changes to the Personnel Manual as presented in this document and to approve Resolution No. 2016-2-33, “A RESOLUTION BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO APPROVING AND ADOPTING AMENDMENTS TO THE GRAND COUNTY PERSONNEL MANUAL, EFFECTIVE FEBRUARY 23, 2016”

Discussion: Colleen Reynolds stated that these changes will bring Grand County into compliance with the Afford Care Act. The three part- time employees that are affected she will meet with them so they can be offered coverage as required by law.

Commissioner Manguso stated that the EMS Director brings his schedule to the Board for approval so she wondered if that should be stated in the manual so he cannot change his schedule at will.

Interim County Manager Moyer said that Grand County Emergency Medical Services has an Operating Procedures Manual. That manual is where their hours are listed and items that do not apply in the personnel regulations. This is acknowledged in the Chapter 5 Introduction

Commissioner Manguso asked why the EMS Operation Manual is exempt from Board of Commissioners approval. County Attorney Hassler responded that he believes that EMS has brought it forward in the past. Mr. Hassler stated that it goes back to have the EMS be an enterprise.

Mr. Moyer stated that EMS has an operating manual. It includes hours worked.

Commissioner Manguso believes the Board should see the EMS Personnel Operations Manual. She also wondered if the EMS manual should be amended to reflect the changes in the Personnel Manual.

Commissioner Linke said that EMS adjusts their schedule to provide the services for whatever personnel they have on hand to take care of their calls. The Board would not know what would be best for them.

County Attorney Hassler said that what the EMS Director changes is the people assigned to work a particular shift so he is not changing the hours worked but who would be working the shift.

The motion passed unanimously.

Commissioner Tollett stated that the Board is responsible for the Personnel Manual and Policies. Mr. Hassler stated that Board is responsible for the EMS Personnel Manual and Procedures to insure that those procedures fairly treat all of those employees.

Mr. Hassler stated that the Board's statutory authority is to establish a classification and compensation plan requirements for each county service and each county department upon acceptance by an elected official the plan becomes binding upon the employees of that office.

If each elected official chooses to buy into the county classification and compensation plan, they can so choose. It is not specifically worded in the statute but general practices is that the Board is a proponent of the personnel manual and the elected officials chose to follow the personnel manual.

Mr. Hassler stated that the problem that could arise with an elected official having a separate policy is that employees would be treated differently within different departments. The idea of having a county human resource department and a county classification plan that is accepted by the other elected officials is to have a system that is easier to administer.

There are special statutory provisions for the chief assistance to each elected official. The sheriff has control of the Under Sheriff and the management staff. Similarly, the Chief Deputy Clerk is at the beck and call of the elected official.

The elected official has a greater say over his/her chief deputy than of the other employees.

Commissioner Tollett stated that it appears that the Board is responsible for the EMS Personnel Manuals and Procedures to ensure that those procedures fairly treat all of the employees.

Commissioner Tollett believe that there should be some review on a regular basis to make sure the manuals are not out of step knowing that there are two manuals.

Commissioner Tollett suggested that there be a workshop with legal involved and all involved review it. Then if there are changes from the Personnel Committee those changes should be applied to both manuals.

Grand Foundation – Status Update & Introduction of the Higher Education Director

Grand Foundation Executive Director Megan Ledin introduced Higher Education Director of Grand County Scott Springstead.

Ms. Ledin stated that Grand Foundation has worked about five years with various county commissioners, town municipalities, and stakeholders within the community to bring higher education to Grand County. It has now evolved where it was time to hire a Higher Education Director.

There is a Higher Education Committee but also have a subcommittee/executive committee which will supervise and work with Scott.

Mr. Springsteed has owned a home in Granby for four years and has lived here full time since September. His previous five years was spent his career in public education. Mr. Springsteed stated that businesses are saying that need a certain type employee pipeline. There are needs that are not being met. Partnerships are critical in success.

Mr. Springsteed stated that he and Ben Watson are meeting with the President of the Colorado Mountain College on February 26 to discuss the relationship and to see where the readiness level is. They need to have full awareness of the demographics that they are going to target and that they develop questions to specifically get data and feedback in a quantitative fashion that is usable to develop a plan.

The goals are to serve the businesses and the citizens and the work force here.

Ms. Ledin stated that Grand County falls under CMC's district, so if we were to do a community college campus it would have to be with CMC. They are looking more at hybrid solution which could be in various locations.

There are assets within the community and operating on the need model. There are assets not paid for by the taxpayers in the County as well as in-kind donations from businesses that will help by providing the use of facilities. The approach right now is needs assessment which will drive the specific need.

Ms. Ledin said that the collaboration with higher education it was uncertain as to who wanted to take on the task. The Higher Education Committee obtained funding to hire Scott to go forward in the county.

Commissioner Manguso wondered about forming a relationship with Colorado State University.

Travis Hoesli is on the committee and he is coordinating a meeting with CSU staff. One unique option within Colorado State is that they have a master level research program and they do projects with needs assessment basically for the cost of distribution assessments.

Metro State is another institution in the conversations.

Ms. Ledin stated they are taking baby steps because it is not something that can be rushed. From the Department of Higher Education there is a scholarship initiative that form rural areas in which a certain allocation of funding is set aside for each county. At this time Grand County has some money allotted to it and if the County can get it matched part of the process will be having a buy in from the county commissioners as well.

Commissioner Tollett wondered if this program is only for students who want to stay in the county, or if it also applies to those wishing to move outside of the county. She wondered if it is for the needs of businesses in Grand County.

Mr. Springsteed said it would be a multiple level. Those people within the work force that need education to further their career, retirees desiring additional education, or options for students within the school districts.

Ms. Ledin said there are many components that make up the program. There would be career and tech education, continuing education, certification or degree based program, or a general learner.

Mr. Springsteed said he is here to serve the constituents.

Ms. Ledin stated that the ultimate goal of the committee and Grand Foundation is for this to become a stand-alone entity.

Ms. Ledin gave an update on Grand Foundation block grants. Grand Foundation will be giving grants on a quarterly basis. There has been no funding given out at this point.

Ms. Ledin said they met with Blue Valley Ranch last week and she was told that the project on Highway 9 is due to be completed by the end of December 2016 so they would like to have those funds transferred and the project finalized. They are looking to do a celebration when project is completed.

Grand Foundation does encompass all of Grand County and believes the projects they fund benefits the whole County.

Ms. Ledin concluded by saying Grand Foundation has had a very good year. They are celebrating their 20th year. It started in 1996 under the name of Columbine Community Foundation and they changed their name in 2000.

Grand Foundation has an Accounting Class on March 10 that is free to all of Grand County non-profits and/or businesses/service clubs.

There being no further business to come before the Board, the Regular meeting was adjourned at 1:32 p.m. The minutes were prepared by Clerk and Recorder Sara L. Rosene. Approved this _____ day of May 2016.

E. Jane Tollett, Chair

Attest:

Sara L. Rosene, Grand County Clerk and Recorder