

Logan County Commissioners Work Session
March 25, 2025

Present: Mike Brownell, Jim Yahn, Jerry Sonnenberg, Alan Samber, Rick Cullip, Cynthia Mills, Rob Quint, Debbie Unrein, Pam Bacon, Patty Bartlett, Diana Korbe and Jennifer Crow.

Chairman Brownell called the meeting to order at 9:00 a.m.

APPROVAL OF MINUTES FROM PREVIOUS SESSION - Commissioner Yahn moved to approve the minutes of the March 18, 2025 Work Session as written. Commissioner Sonnenberg seconded, and the motion carried, 3-0.

REVISIONS TO THE WORK SESSION AGENDA – The Board added Rick Cullip to the agenda at 10:40 a.m. Alan Samber said the Coroner Dave Tenant has an indigent burial. Jennifer sent a comparison of the proposals that the Board has received on the website accessibility recently. The Board has a Zoom meeting on Thursday at 3:00 p.m. with CivicPlus. Jennifer will add it to the calendar. Jennifer has a Zoom meeting on Wednesday at 10 a.m. with SIPA on the Accessibility Auditing.

CYNTHIA MILLS HERITAGE CENTER DIRECTOR – Cynthia Mills met with the Board. Commissioner Brownell suggested that she update the Board about the possible combination of the Heritage Center and City Rec Center and what the next steps might be. A feasibility study is most likely the next step.

Wade Gandee of the City of Sterling and Cynthia have gathered contact information from people who said that they would be interested moving the project forward. They have wrapped up their obligation to the DOLA grant and to the CU students. They will need to work on an MOU. Cynthia said that they will need some direction on how they should be sharing the feasibility study expenses and responsibilities.

Logan County is unique because the County owns and operates the Senior Center. In most places, the national trend is Recreation and Senior Centers are under city government and programming. It makes sense to follow that model. The Heritage Center would probably be absorbed into the Recreation Center. Cynthia researched the history of the establishment of the Heritage Center. Originally the Heritage Center was a part of the City of Sterling Recreation Department. The Commissioners were a huge force in getting the Heritage Center built.

Commissioner Sonnenberg asked if any of the seniors have weighed in on the new senior center. Cynthia said that there are no concerns with having the recreation center and the senior center together. They see that there needs to be changes to the Heritage Center as far as making the space look different, be used differently and be larger. She put a marker and board out and asked them to dream big and asked them to write what they would like to see in a new building or a different building. They would like better acoustics, to make it easier to hear when they're playing cards. They also suggested a lazy river, and a pool to do water walking in, and they want more room to exercise in and they want more exercise classes. They really want more of a recreational model what we have now with it being more of a leisure model.

Commissioner Brownell stated that the County will need to get with the City of Sterling and start to work on an MOU. He stated it would make a lot of sense to have both the Rec Center and the Heritage Center under one umbrella. The County is limited with property tax to fund the Heritage Center. Funding it with a sales tax would be much easier.

Cynthia encouraged the Board to occasionally take these department meetings to the departments. She would like the Board to get a better idea of what the limitations are at the Heritage Center as far as space, storage and

some of the other things that they have to work on. They've had some safety issues come up with sidewalks, and for example there is a drain that comes down from the gutters that drains across the top of the sidewalk, so it freezes and becomes a hazard in cold weather.

Cynthia thanked the Board and appreciates the understanding and flexibility in allowing her to be present with her family during several challenging life circumstances over the last year and also thanked Jennifer, Diana, and Michelle for their support. She also thanked the Board for the raise and the benefits the County offers. The Board thanked Cynthia for all that she does for the Heritage Center and the senior citizens.

ROB QUINT - LOGAN COUNTY PLANNING AND ZONING BUILDING INSPECTOR – Quint stated that the people that own Otter Box pulled a permit for a driveway, they wanted to close off the road. It is almost out of the county. They are building a large lodge.

Commissioner Sonnenberg discussed the cost of building permits asking if they are based on a percentage of the cost of the building and a sliding scale based on total cost. Rob Quint agreed and said yes, it is both. It is one percent of the material cost and the sliding scale from the International Building Code. That's what the Board of Commissioners adopted at some point. It does not include electrical and plumbing. This is called the use tax. The sliding scale, as you get larger in number, gives you a better break. The permits should cover our costs, it doesn't cost the county any more to do a \$5 million-dollar project than it does to do a \$1 million project.

The Board discussed commercial projects vs. residential projects and whether the County wants to be known as a county that is easy to do business with and not expensive to do business with. There are counties that charge tons of money for permits. Rob Quint told the Board that most of the commercial projects that have applied for permits have praised the county because of the fee schedule we have. The permit fees are lower than most surrounding counties. The building permit fee to build a new house might be \$5000 but a Conditional Use Permit (CUP) fee is \$100. The County is probably not charging enough for the CUP because it involves the lawyer's time drafting a resolution and the Planning Commission's time and Planning and Zoning staff time. The Board may want to look at revising the fees. Rob Quint will send the Board the Planning and Zoning fee schedule. He will schedule some time with Jennifer for a future Work Session to discuss the fees with the Board.

Rob said everything seems to be running good right now. Amazon should be running by March 27th. He gave them a Certificate of Occupancy last Friday. Now they're just testing. If that flies, they usually lease the ground for ten years. If it is as successful as they think it's going to be, they'll build from the ground up a whole new project.

PAM BACON, COUNTY CLERK AND RECORDER– County Clerk and Recorder Pam Bacon met with the Board. She gave the Board an update on an IT grant that she applied for recently. She will need to reapply in July because the term of the grant is being extended through legislation. If she did not withdraw the grant, she would only get one third of it now and then would have to reapply anyway. She withdrew the application altogether.

The Board discussed the Clerk's recorded documents and whether or not they are accessible according to HB21-1110. Pam will need to check with her third-party vendor (Tyler). Pam was told that the archived historical documents do not need to be accessible. Alan Samber said that the documents cannot be in active use to be archived. Alan will send a query out to other counties on the list serve.

The recent grant for the generator also included funds for seven additional security cameras for the Courthouse security system. Jerry Casebolt was going to run cabling for the cameras but then he left for his new job.

Pam talked to the IT company about this. They said that if she can find someone to run the cabling, they can remote in and get them hooked up. Three of the cameras are to be installed on the annex, one goes on the light pole in the parking lot, two are to go on the gazebo and the final one on the ADA entrance. There is probably existing conduit because there are already cameras in all locations except for the ADA entrance.

Rick Cullip noted that you cannot run the low voltage in with electrical conduit because it will mess up the signal. It has to be run in a separate conduit. Rick thinks that in the areas where she wants the cameras, they will have to add conduit. He thinks that it will be in the County's best interest to seek out a security company, probably Kubl, or somebody that does that kind of work to give advice on what will need to be done. Commissioner Sonnenberg suggested calling Better Electric before going to an out-of-town business.

Pam also discussed the Commissioners' minutes to make them searchable beyond the search engine that they post. She tried to get a grant for it but was turned down. To make them searchable would cost \$5,634. She would like to be able to give this company an answer. Commissioner Sonnenberg suggested that it would be better to table that for right now until we figure out what will be done with the website.

The Board discussed a possible ballot question for the election. Pam said that the end of July is the 100-day period to tell the County Clerk what kind of question will be on the ballot. The County will sign an IGA with the City of Sterling in August and the final language will need to be provided by the first part of September.

SHERIFF'S OFFICE VEHICLE TITLES - Debbie Unrein met with the Board regarding two vehicle titles. The Sheriff apparently sold two vehicles on an online auction yesterday. They were not county vehicles but seized property or evidence. Sterling Livestock called for the titles this morning; the buyers want to come for the vehicles today. Typically, the Board signs vehicle titles during business meetings.

Alan Samber said that the open meetings law gives us a little wiggle room on things like this. Even though it is not on the agenda, this is a noticed public meeting. We don't usually do formal action items at Work Sessions. Specific agenda items are required to the extent possible. There's nothing to prohibit it. He thinks that the Board can approve the titles.

Pam Bacon told the Board that if the County takes possession of a vehicle, the title is given to the Finance Department. She does not know how the County obtained these particular vehicles. She could research it. It could have been through seizure or possibly through forfeiture through a criminal case.

The titles will need to be signed on the back to be released. Commissioner Sonnenberg moved to authorize the Chairman to sign the titles for a 1996 GMC Sonoma and a 1991 Mercury Tra. Commissioner Yahn seconded, and the motion carried 3-0. The Board asked where the money from the sale will go. Debbie Unrein said that at times it will go through the Sheriff's Administration Account, but it should go to the County.

PATTY BARTLETT, COUNTY TREASURER— County Treasurer Patty Bartlett met with the Board. Peggy Michaels, Logan County Assessor, was approved to leave software provider CIC. In Patty's opinion, the Treasurer and Assessor should always be together on the same computer software system. She believes that her office is in a position where they don't have a choice but to move to GSA. Her office had another demo again with GSA last week. GSA kept delaying the demo process because they wanted to be able to show them the tax lien process. They still couldn't show them that. However, Pueblo is going live in June with GSA. October is tax lien time, so they've got to have something in place by then. Pueblo is a big enough county, and Jeffco is going to GSA next year, so they actually have two really big counties. At least now they are not on the server farm with CIC, and they do have their own server. They haven't been down for eight days straight again. However, the programmer that they really liked, Bill, has left CIC to go to GSA, Three of the old CIC programmers are now over at GSA, along with a salesman and a woman that assisted

them a few times when they have had some really ugly problems.

Patty said that the Washington County Assessor has already moved to GSA with the Treasurer remaining on CIC. The Washington County Treasurer did not get their tax statements out until the beginning of February because they couldn't get good data from one system to the other. Each company blamed the other company. Bill was the programmer working on that. He was no longer with CIC at the time. Obviously, she is trying to avoid getting into that situation.

Patty wanted to go back to Tyler, the software company they were with before they went to CIC. However, Peggy Michaels absolutely refused to go with Tyler. The only other company is Harris. Peggy didn't want them either. All assessors have left CIC. There are five, maybe six small county Treasurers still with CIC. Patty does not see how CIC can afford to have a staff that knows about Colorado law and keep it going. She believes in the next year or two it will be gone. Patty has extra money in her budget to get ready for next year in the event that they do transition to new software. Peggy has not told her how long the Assessor's Office will run dual systems (CIC and GSA).

Patty's office moved another set of Treasurer's books downstairs. The books are permanent retention and need to be in climate-controlled storage. There is no room left on the shelves, so they had to put the books on the table. Sue has been downstairs in the vault researching two or three times this year already. It is difficult to find climate-controlled storage for the old books. They need more storage sooner rather than later.

Rick Cullip suggested that the Justice Center is the best choice for climate-controlled storage. He would need to talk with Doug (Short) to determine which portion of the building is controlled by the State and which portion is controlled by the County. The Sheriff may have a room that he could allow to be used for this purpose; however, the room would need to be secure. The room would need to be secure and fire-proof.

Debbie Unrein asked about the Courthouse Annex. Jerry Casebolt purchased a lot of items during COVID. There is a lot of it stored over in the Annex unopened. Rick Cullip said there is also a lot of it stored at the Fairgrounds as well. Debbie asked why the items in the Annex cannot be moved. She suggested that Josilyn Lutze could inventory the items. Pam Bacon asked if the Treasurer's books can be digitized. Patty said that they possibly can be digitized. They are permanent records. There are approximately a dozen large books currently. The vault next to the Assessor's Office is completely full.

Commissioner Sonnenberg suggested that there might be room in the Commissioners' vault for eight or ten of the books, but he would want to discuss this with Jennifer. The Board could find out whether there is some room over at the Annex that could be used.

Commissioner Yahn asked if there were any legislative issues that Patty knew about. Patty said that the multi-deadline bills were killed and unfortunately, the cleanup treasurer bill does not have a sponsor. They do not know if they will get a late bill status, and they won't talk about minerals on it. It will cost surface owners \$475 through the deed process, plus the taxes in three years' time, they're going to tell us "We're not buying them." They will have a ton of "county helds" and it's just an expense to the county. The whole purpose is defeated of wanting to get these back to the surface owners when people won't take them. They promised they would fix the minerals last year and our Association asked the fee for the Treasurers to be dropped from \$300 to \$50 and we all agreed to that, and they won't even discuss it. Their fee went from \$35 to \$300; we have to post it and record tons of stuff and that will be the next problem, recording fees going up so much. It may be a little more than \$475 before it's all said and done.

BUILDINGS AND GROUNDS DEPARTMENT, RICK CULLIP – Rick Cullip gave an update on the Buildings and Grounds Department's activities. Recapping 2024, the department upgraded snow removal

equipment with the addition of a snowplow and Toolcat utility vehicle.

Repairs were made to the Courthouse gutters. The department facilitated structural repairs to the steps at the east entrance steps. Those steps were regouted as well as the north steps. The HVAC project at the Courthouse is complete. An extra unit was added in the Motor Vehicle Office. There was controversy when two units were removed but only one unit was replaced. Employees claimed when it was hot outside, it was super-hot inside and when it was cold outside it was super cold inside. Through the efforts of Millig and Tollin, they agreed to place a second unit at no cost to us.

Repairs to the kitchen floor and the Assessor's Office due to the flooding were made. The Christmas lighting season was good. The department received some good feedback on leaving the Christmas lights up along the main sidewalk for a longer period of time. Hopefully it brought more people downtown. They will have more repairs to the lights and will have to replace lights quicker than they did in the past.

The Robert J. Murrin Courthouse Annex signage was placed on the Annex. The crew is finishing up with a few pieces of trim on 4x4's on the gazebo project. Extra floor joists were added during that project. It was surprising to see that it was built the way it was, but there was never any sagging on the gazebo floor. However, now it is reinforced and built the way it should be built.

Ballistic film was installed on all the basement windows at the annex and also grates built and installed grates on the Annex basement windows for the Clerk's areas. Pam was very pleased with the installation of the grates and the new "watcher" windows.

Upcoming plans for the Courthouse include a parking lot redesign and installation of parking bollards. The installation of bulletproof film in the Clerk and Recorder's Office is planned. Screens will be installed at the bottom of the stairs for the sensitive equipment. The Historical Society wanted more information from him. It is built and is being powder coated and will be installed. Reseeding of the lawn is planned.

Rick has been in contact with the City of Sterling regarding the bump out on Third and Main Streets. The County is supporting the City in locating brick for that and trying to match the same design out there for the bump out. Jennifer was able to find the information on the supplier where the original brick was purchased from for Clarence's Corner.

The main water valve replacement that feeds the Courthouse will be replaced. The valve is in poor condition and will need to be replaced on a holiday or a weekend because they will need to shut the water off.

On the Justice Center, several maintenance upgrades were made to the boiler room. Phase two of the VAVs and the HVAC upgrades at the Justice Center were completed. Flooring in the booking area and several of the booking offices was replaced. One room was converted to a sergeant's detention staff room. The department is in the process of replacing some of the curbing at the Justice Center. Curbing is being replaced in the spillway that was going off the edge to the retention pond on the left side. The curbing could have been taken out by snowplows or possibly just have been taken out by water coming down the driveway. The way that parking lot was designed, water washing over the curb was creating an event that was washing out underneath the spillway.

Projects in progress are the software and switching for Kubl, sound-proofing a couple of the rooms for the jail, the window tinting project that's going on at the jail and still some more curbing that is yet to be done in the parking lot.

The Central Services Building carpet project is ending. There is a small entry area that is left to complete.

Bulletproof windows were installed in the front reception area. The staff is very happy with that and feels much safer. An AC unit was replaced in the IT room. Chip rock is added to the parking lot as needed throughout the year. There is some valley that needs to be replaced in the sprinkler room and then they will move on to some painting projects throughout the building.

The Heritage Center had some insulation added to the roof and a roof vent replaced. It is actually more like the façade edge that allowed a lot of air to come into that roof area. This was closed off and that made a tremendous difference on how much air is coming into that space. Cynthia has brought to Rick's attention several areas of concern where downspouts allow water to run over sidewalks freezes and creates ice patches. In 2023, there were a lot of plumbing problems at the Heritage Center. They've been doing mitigation to those lines and since they've done that there have not been any problems. There has been money in the budget to possibly replace those lines, but until a decision is made on the direction of the new building, he is hesitant to do that at this point.

The Emergency Manager's Office Building, the main office area, was re-carpeted and some built-in shelving units were added. The back wall that was in the garage area was removed along with the safe which was taken to the jail's evidence room. There is an older AC unit that he will ask Bayley to install at the Emergency Manager's Office. The unit worked when it was removed from the Annex. It would cost around \$5,000 to install a new AC unit. Cullip also discussed installing a door with a window may not be a good idea. They could also install just a window or install security cameras outside that fed straight to her monitor.

The DeSoto Building has not had a lot of projects lately. Don Masin asked if the building could get painted on the inside this year and the floors waxed. All upkeep and maintenance are paid for by the County. The DeSoto Board has collected rent on it and pays someone to clean it. The Board discussed the fees collected by the DeSoto Board and why it does not forward those to the County as it owns the building.

Commissioner Yahn asked if the chain link fence around the DeSoto Building would be replaced with the nice fencing that is around fairgrounds. The correctional facility was building all those sections for the County and was only charging for the cost of the material. Memorial fence sections are sold to help pay for sections of the fence. The 2025 budget includes \$6,000 or \$7,000 for fencing.

When Mr. Pimple retired from the correctional facility, they did away with that program. The department no longer has a way to outsource the fencing. Cullip has been talking to the Sterling High School Ag teacher, Mrs. Reed, about the County providing the metal, the stencils and paying for some of the gas for students to cut out the roper and bulldogger stencils on the plasma cutter that was donated. The County has the jig that they got from the prison that is now out at the Road and Bridge Department. The welder there agreed that if he has down time, he could help build the fence sections. Commissioner Yahn said that NJC is starting a new welding program. That might be another way to get more sections of fencing built.

At the fairgrounds, some asphalt repair was done, along with some concrete repair to the ADA section. An exhaust hood on the south end under the grandstands was repaired. The carpet was replaced in the Exhibit Center office areas and the meeting room. The rooms were also painted. There is still a lot of work to be done in that area. The Mitchek Event Center was completed and the new RV 50-amp electrical hookup sites in the northeast corner were completed.

Projects coming up for 2025: Repair work from the wind damage last year 1) metal siding on Mitchek Event Center still needs to be completed; 2) Roof for the rental house and garage; 3) Hot tar gravel roof for the grandstands. Continue with the memorial fence project. There are not a lot of projects for 2025, but they do have a lot of daily and small projects. They are working the indoor and outdoor arenas to support NJC daily. Cullip reported that the Meat-In held last weekend was very successful. Jim Santomaso thanked him

repeatedly for the use of the facilities. Commissioner Yahn stated that he received a text that there was over \$200,000 raised at the event.

Cullip thanked the Board for their time and gave his crew credit for getting everything completed.

RENTAL OF PEOPLE-MOVER - Commissioner Sonnenberg asked if Rick had made a decision on renting the people-mover to the public. Cullip said that he had not made a decision. We reached out to CTSI, and they didn't really say no. Jennifer said that there is no insurance coverage available through CTSI if the people-mover is rented to the public. Commissioner Sonnenberg said that if we are going to do this, we need to draft an additional agreement that says that they will provide their own insurance and give us proof of insurance. We also do not want them driving it outside of the city. If it is to be used somewhere else, it would need to be transported on a trailer. Commissioner Sonnenberg said that he would not want it to go out of the County. The Board discussed whether it would be safe transporting it at 65 mph or whether it would need to be slower.

PEOPLE-MOVER USE DURING THE FAIR - The Fair Board has discussed that the way the people-mover has been used during the Fair has not been beneficial. The route needs to be redrawn to allow it to be utilized better. A loop needs to be created where it goes over to the middle school, picks people up and comes back through the high school back parking lot, then the front parking lot of the high school, and stops at the south gate of the fairgrounds. When we go back in the other direction towards the middle school, we stop at the west gate, we need to create more of a of a loop for that to run, than just running it an hour before the event, or an hour and a half before the event and an hour and a half after the event. By the time you get on it and get over to your car, you could have walked to the car, it really doesn't make sense.

Cullip said that we were told we can't have it on the road because of liability reasons. Several years ago, one of the golf carts was taken out onto the road and one of our drivers was injured. Ever since that happened, golf carts have not been allowed to leave the grounds, nor does the people-mover. Jennifer thought it was the golf cart driver that ran over someone's foot. The people-mover has lights on it so that people can see to get on and off of the trailer. A county-employee is always driving it during the fair. It was suggested to put a bell on the tractor to alert people when the people-mover was to start moving again.

BULDINGS AND GROUNDS DEPARTMENT ON-CALL PAY – Commissioner Brownell brought up how the department was dealing with the on-call pay and making sure people are available. Cullip said that he would like to visit with the Board on how that money is “taken away.” The employee is on call and being paid for being on call. The employees cannot drink and cannot leave the county or go to the lake, etc. When the on-call phone rings, he must answer it. When you go out to fix a plumbing problem at the jail, you stop what you're doing and go out and fix the problem. Then you fill out our time sheet and the County says, “Oh, by the way, you're not going to get the on-call pay for that day, because we're paying you to come in and work those hours.” The employees are told they don't get to double dip, you get one or the other. Cullip does not agree with that policy.

There's some incentive to be on call, but not if you take it away when they actually get called out. It's \$30 each night when they get done with work at 4:00 p.m. they are on call until 7:00 a.m. then next morning. Weekend on-call pay is \$48 from 7 a.m. to 7 a.m. Cullip said that the Human Services Department does not treat on call pay this way. If they come in, they log their time and get paid the on-call pay in addition to the hours worked.

Cullip said that as Supervisor, he has to try to mitigate the overtime employees work. If an employee works overtime on a Monday, the employee should attempt to flex those hours over the week. But if that employee is the employee on call for the week, then he also loses the opportunity to earn the hours worked on call. If

the employee can take off early on Friday, it helps keep the overtime to a minimum. For the new people who don't have very much PTO, they can comp it. It allows them to build their PTO a little quicker.

Commissioner Sonnenberg asked where the decision came from to say we are taking away your on-call pay when you get called out. Rick Cullip said that is what he was told when he set it up. Both the HR Department and the Finance Department are where the pushback came from when the on-call pay was set up.

The Sheriff's Office gets paid one extra hour of pay every night that they're on call. The investigators are the only ones that are on call. One investigator gets an extra seven hours of pay per week. Cullip did not know if the pay gets taken away if he has to come in and work.

Diana Korbe joined the meeting. The Board updated Diana on the discussion taking place about "double dipping" where an employee on call gets called out after hours for three hours. If the employee's normal pay is \$20 an hour, he gets \$60 for that time, but then we take that \$30 on-call pay away. Diana said that the Board originally agreed to pay the on-call pay at \$30 during the week and \$48 on the weekend. Then if they get called out, their overtime is more than the \$30, they get paid the overtime wage and they don't get the \$30. That's how it was originally set up.

The Board wants to change this because they feel the policy is not fair. Diana said she sent this out to her list serve. Logan County is the only county that does something like this with on-call pay. Diana said that is a big headache for the HR Department.

Diana thought that the biggest complaint from employees is that they had to be on call, so the County was compensating them to be on call, which is the \$30 and then, because they aren't called out very often, then if they are called out, then we pay them the overtime rate for the hours that they work, whichever is greater. This complies with the Fair Labor Standards Act.

Commissioner Brownell asked if the no tax on overtime is passed, are we better off to pay the overtime and then they wouldn't be taxed on that?

Kit Carson has no on-call policy because the supervisor is exempt, so he would get the call. Grand County does get on-call pay at \$50 per day on the weekends and holidays. It doesn't say anything about on-call pay during the week. According to Rick, Alamosa, Kiowa and Montezuma Counties all have no on call policy due to the department head being the one to get called out, they are salaried so there's no overtime. If a non-exempt maintenance employee gets called out, then they receive their pay. Almost everything comes back to the lead of the department taking the on-call phone.

The Sheriff's Office transport employees have seven hours of on-call pay. They get seven hours times their regular wage for their on-call pay. If the employee gets called out, they get the overtime instead. They don't claim that hour for that day. The Sheriff's Office on-call pay is much easier for the HR Department to manage. On call is seven hours of straight time for the week. They've got an overtime sheet if they get called out. They get paid the seven hours times their hourly wage, and then whatever their overtime, and that's based on 171 hours. It depends whether that's straight time or overtime, because theirs is based differently. As far as the 171 hours, we have to look at a full month's worth before we calculate straight time or overtime.

Diana said that the HR Department has already set up codes in their new computer system to accommodate the \$30 and \$48 on-call pay. It only becomes an issue when the employees do get called out. Diana shared with the Board that employees have complained that Rick Cullip never takes at least one of the weeks on call. They don't feel that it's right. They feel like they are the ones having to do all of the on-call duty. She has told them this is how this position was set up. Rick said that he would be happy to take a turn at on call. He

said that he has shared that with them that it is good leadership on his part that he would share in the duties. Commissioner Sonnenberg believes that it is unfair to ask someone to be on call and even if he goes out for one hour if he gets \$20 in overtime that's \$30 and all of a sudden, his on-call pay is wiped out. He's either getting \$30 for showing up for that hour of work or he's getting \$30 for the on-call pay. But if he gets another call, he was on call and not getting paid for it. He actually has to work to get it in one case, whereas he'd get the same amount if he didn't get a call. The Board would like to change the policy.

Diana said the Sheriff's Department on call policy is much easier for the HR Department to work with than how the Buildings and Grounds on call policy is done right now. If the Building and Grounds changes to how the Sheriff's Office does on call, they will definitely be getting less money.

It would be easier to pay the \$30 or the \$48 on-call pay and then if the employee gets called in to pay the overtime. Rick Cullip said as supervisor, he should encourage the employee to use flex time if it is earlier in the week, the employee should flex the hours. Diana said that the employees have shared that they do not like that either because they feel like they are being shorted out of their overtime.

Cullip stated that the whole idea of being on call is that it is supposed to be an incentive. Why would an employee want to be on call and give up their evening or weekend? He is trying to follow the County policy and procedure manual to encourage employees to flex their time, if possible, instead of paying them overtime to keep within the budget. He would like to keep the on-call pay and pay the overtime when they are called to come in.

Diana shared some of the comments she hears in the HR department she retains and does not share until they get a lot of them because people just like to talk. She has to judge what is relevant and what is not. Some of the Buildings and Grounds staff have told her that they are not allowed to come talk to her. Diana said that should not happen. Cullip denied saying that to employees. What he has told them is that they need to come to him first, not go straight to HR. An employee talked to HR while Rick was out on medical leave and felt that they were reprimanded for it. Commissioner Sonnenberg said that he trusts Cullip to handle his department however he sees fit. He is in charge of the department and knows what is needed to keep the employees happy.

The Board will sign a memo changing the on call pay for the Buildings and Grounds Department.

PILOT SOFTWARE – Cullip shared with the Board the software that he is running on a tablet to track the projects that are ongoing in the department and the projects that are completed.

INDIGENT BURIALS – Alan Samber said that Dave Tennant has the body of an unclaimed indigent person. In the past the Board solicited bids from both funeral homes for burial of indigent people. Jennifer will contact Dave Tennant for more information and send the funeral homes letters to bid on the burial. There may be another indigent burial for a total of two indigent burials needed.

TRAPPING ANIMALS AT FAIRGROUNDS – Cullip said that his crew is not trapping any animals at the Fairgrounds.

There being no further business to come before the Board, the meeting adjourned at 12:00 p.m.