

September 20, 2016

At a regular meeting of the Board of County Commissioners, Washington County Colorado, held at the Courthouse in Akron, Colorado on Tuesday the 20th day of September 2016, there were present:

Lea Ann Laybourn, Chairman	present
David Foy, commissioner	present
Terry G. Hart, commissioner	present
Garland Wahl, clerk of the board	present
Peter 'Larry' Vana, county attorney	present
Chris Packer, county administrator	present

8:00 Go to Clinic

9:00 Work Session

Invocation

Pledge of Allegiance

9:30 Nursing Home/Pioneer Haven Report

10:00 County Administrator Report

11:30 Break for Lunch

1:30 Planning and Zoning

1. Anton Coop/McCracken SP16-05
2. Sign Mylar for Unger

2:00 Open meeting

Approve Consent Agenda

1. Schedule of bills for the County from the General, Road & Bridge, Contingency, Health Care, TV Translator, Landfill, Capital Expenditures, and Justice Center Funds payables for September 20, 2016 in the amount \$63,047.52
2. Nursing Home bills \$13,930.95
3. Pioneer Haven bills \$0.00
4. Minutes from Prior Meetings
 - a. September 13th

It was moved by Commissioner Hart and duly seconded by Commissioner Foy to **approve the Consent Agenda** as presented. On roll call vote, all votes being yes, the motion passed.

It was moved by Commissioner Hart and duly seconded by Commissioner Foy to approve the **Building Permit Application** (BP15-29) for **Rodney Dunker** to put a patio sunroom on the SW1/4SW1/4-9-1N-52W. On roll call vote, all votes being yes, the motion passed.

Resolution 110-2016 It was moved by Commissioner Hart and duly seconded by Commissioner Foy to adopt the following resolution; to wit

WHEREAS, an application for a **Use By Special Review** for the commercial grain and fertilizer storage was received from the **Anton Coop Association** (Case Number SP16-05), for a parcel of land in the SE1/4 of Section 35, Township 3 South, Range 53 West as heretofore approved by Washington County; and

WHEREAS, the Washington County Planning Commission recommended such use favorably with no conditions at their monthly meeting held on September 19, 2016 by adoption of a Motion to that effect; and

WHEREAS, the Board has now considered this Use by Special Review Application, reviewed the recommendations of the Planning Commission and has determined to take the following action:

NOW THEREFORE BE IT RESOLVED, by the Board of County Commissioners of Washington County as follows:

FINDINGS

The Board makes the following findings:

1. The property was properly posted pursuant to County requirements at least 14 days prior to the hearing date. Therefore the Planning Commission had proper jurisdiction to proceed with the application hearing.
2. The Board hereby adopts the recommendation of the Planning Commission with no other additional conditions and / or stipulations to be imposed.

DECISION

3. That the Use by Special Review Permit is approved subject to the following stipulations and or conditions precedent.
 - a. that the applicant provide a final Mylar for execution and recording within 60 days of this date.
4. That the Clerk to the Board is hereby directed to advise the applicant of the action taken by the Board on this date.

The foregoing Resolution was presented at a regular meeting of the Washington County Commissioners held on the 20th day of September 2016, by Commissioner Hart who moved its adoption. The motion was seconded by Commissioner Foy and on roll call vote, all votes being yes, the resolution was adopted.

2:30 Sheriff's Office Employees Request for time with BOCC

Present from the Sheriff Department were: Jerrald Thompson, Mike Clement and Jon Hart

Present from the Justice Center were: Ryan Stewart, Mike Clement, Heather Clement,
Mike Hottinger, Mina Werner, David Werner,
Bradley Rhea, Kim Crostick, Vicki Serl, Bryan McCall

Mike Werner asked the commissioners to look at the items before them on the table. The items are weapons offenders have made while in jail that could injure or kill employees of the Sheriff's department and Justice Center. Werner also presented a list of employees who couldn't be here today that support Werner speaking on their behalf.

Werner stated they are here today to formally **request a pay increase for the employees of the detention and law enforcement staffs** who protect the citizens of Washington County.

- The experience of our staff members is your greatest resource. They work diligently to maintain safety and security of the facility and county.
- Washington County houses Department of Correction offenders. Their security is our responsibility and we don't take this responsibility lightly.
- We believe that our dedication to our mission to keep our county and its citizens safe and free of harm does not come without a price. We understand and would continue to do the mission expected of us with the continued dedication and submission as we continue today but we believe that such dedication does not come without a price.
- Pay increase would be a morale booster and an incentive to continue employment with a facility that we as employees are proud to call our prodigy.
- Employees are entrusted by yourselves and citizens of Washington County and the State of Colorado.
- We currently house Department of Correction Offenders, Parole Violators, U.S. Marshall Offenders and offenders from other counties. Some of these offenders have no concern for our ways of life or human life in general. Every day the staff at Washington County places their lives and their livelihood in jeopardy to protect and serve the general public with no regard to their own safety and know that once they walk through those doors to protect and serve, they may not walk out alive. If you were to put yourself in our shoes, would you not want the proper compensation to protect and provide for those that may not be able to go home to protect and continue their way of life as they are living today?
- Homework shows that the 13th Judicial and Washington County are sitting at the bottom of the pay scale for our job duties with the State of Colorado. We understand that the cost of living is lower in our county but many of our employees are not from our area and have to maintain additional funds in order to report for duty every day. We did a salary survey with surrounding law enforcement agencies and Washington County is the lowest paid County in the 13th Judicial District. Haxtun Police Department is the only one lower.
- We need to maintain a staffing pattern in order to provide safety and security of the facility.

- Without this additional funding, many of our staff seeks employment elsewhere in order to provide and secure their livelihood.
- Another point to support our cause is that the county facility is statistically found to be more dangerous than our partner state entities, mostly due to the lack of compensation and the lack of policies that govern and protect not only the offenders that are housed here, but also those employees that are there to maintain the security of the facility. Staff is not receiving the proper monetary and benefits package or the policies and procedures that protect and keep them safe. Our current position as both detention officers and road officers become a very hazardous and unsafe area, which puts all of us in jeopardy.
- In closing place yourself in our shoes – would you walk into the job position that we do every day for what we are compensated for? I cannot stress the importance of such a responsibility that is placed upon us as employees. Please think of and consider the importance of our existence and our continued dedication to our community and the price that we pay to protect all involved, with overtime, holidays worked and missed important events while we keep everyone safe and secure. Our jobs are stressful, dangerous and life threatening so please consider our sacrifices and dedication. Thank you for the opportunity to make this presentation.

Mike Hottinger gave a power point presentation showing statistics and goals.

The Goal is to save Washington County money by:

- Retaining quality officers
- Save cost of training - \$14,000 to fully train
- Improve efficiency – tired staff
- Improve safety – short staff – new staff
- In the last 15 years – 118+ Corrections
27+ Road

Road Deputies / Corrections Officers

- Every day is a day of risk
- Every day is an unknown
- Stress level
- Lowest pay (except Haxtun)
- Large County
- House DOC, US Marshall, Local criminals

Issues and challenges

- Low pay makes it very hard to stretch for a month. Requires a 2nd income.
- Now have a very high turnover
- No opportunity to save/plan for an emergency
- Many have to commute to Akron – fuel and maintenance costs
- Can't afford to move
- High risk of injury due to shortage of people to cover shifts

What can we do?

- Where will money come from?
Reduced Overtime and new training costs
- Can't employees live in Akron?
Can't get quality local applicants that will stay.
Very little low cost housing.
Not many jobs for second income
- A lot of payroll goes to Logan, Morgan and Yuma counties.

Cost Analysis

- Money invested at a competitive rate means we can retain quality workers and keep headcount up reducing the outlay of Overtime Pay. 27 Corrections Officers – including 2 Lieutenants

Time for Change

- The county cannot afford to keep the turnover at this level.
- Huge investment to become PREA Compliant. Contracts with DOC/US Marshals
- Increase pay to be competitive in the region
- Provide people the opportunity to stay employed Washington County Sheriff's Office.

3:00 Public Comment Time

Resolution 111-2016 It was moved by Commissioner Foy and duly seconded by Commissioner Hart to approve the **Exemption from Subdivision** (Case #EX16-14) for Harold Severin as owner and **James Clarkson** as applicant of a 2.5 acre parcel in the SW1/4 of Section 16, Township 2 North, Range 52 West. Said exemption was recommended favorably by the Planning Commission as submitted with no additional stipulations and / or conditions. The Board hereby approves said Exemption as recommended by the Planning Commission with no additional stipulations and / or conditions precedent except as herein noted and to wit:

1. The Board must receive the completed signed Mylar within 60 days of the date of this Resolution in order to compete the planning process.

This Resolution was presented at the meeting held on the 20th day of September 2016, by Commissioner Foy who moved its adoption. The motion was seconded by Commissioner Hart and on roll call vote, all votes being yes, the resolution was adopted.

Miscellaneous Discussion Items to come before the Board

4:55 Adjourn meeting



Garland Wahl, Clerk of the Board



Lea Ann Laybourn, Chairman Board of County Commissioners