

MINUTES OF THE MEETING OF THE
BOARD OF COUNTY COMMISSIONERS
GILPIN COUNTY, COLORADO

June 30, 2020

A special meeting of the Board of County Commissioners of Gilpin County was held on June 30, 2020, in an online format; no physical meeting was held. Chair Gail Watson called the meeting to order at 9:00 a.m. In attendance were Chair Watson, Commissioner Linda Isenhardt, Commissioner Ron Engels, County Manager Abel Montoya, County Attorney Bradford Benning, and Deputy Clerk to the Board Sharon Cate.

Agenda Review. County Manager Montoya added to the agenda the consideration of a letter to DOLA as a requirement for funding from the CARES Act for certain COVID-19 expenses.

COVID-19 Update.

Emergency Manager Nathan Whittington: Gilpin County is now online with the NCR system that charts hospital bed counts for potential availability; he has been working with Public Health Coordinator Bonnie Albrecht for testing of local first responders; Homeland Security has new field managers, so Gilpin County will have a new resource, but will still be able to call on Corey Stark for assistance.

Public Health Coordinator Bonnie Albrecht: There are seven confirmed cases in Gilpin County; seven tests will be performed today; all tests performed onsite have produced negative results.

Local Liquor Licensing Authority. Commissioner Engels moved to recess as the Board of County Commissioners and to convene as the Local Liquor Licensing Authority. Commissioner Isenhardt seconded the motion, which passed by a vote of 3 to 0.

Annual Liquor License Renewal. Deputy Clerk Sharon Cate presented an annual renewal application for the retail liquor store license for Pickle Liquors, LLC, dba Pickle Liquors, located at 661 Highway 46, with a current expiration date of August 8, 2020. Commissioner Engels moved to approve the application at the local level, as presented. Commissioner Isenhardt seconded the motion, which passed by a vote of 3 to 0.

Board of County Commissioners. Commissioner Isenhardt moved to adjourn as the Local Liquor Licensing Authority and reconvene as the Board of County Commissioners. Commissioner Engels seconded the motion, which passed by a vote of 3 to 0.

County Reorganization and Reduction in Workforce. Commissioner Watson stated that the Coronavirus shutdown has caused a decrease in funding to the County and the Board has been working with staff for a solution to the financial disaster.

Reduction in Workforce. County Manager Abel Montoya gave a PowerPoint presentation outlining a proposed reduction in the County workforce by eliminating 79 positions and focusing on maintaining statutorily required essential services. After the presentation, he answered questions submitted via the Chat function on the Board's online meeting. Most questions were related to the closing of the Community Center, some were related to the future of the Library and the Fairgrounds arena, and other questions were related to employee layoffs. County Manager Montoya encouraged residents to form a committee to explore the possibility of creating a special district to fund and operate the Community Center.

Commissioner Watson read a prepared statement and asked that her comments be part of the official record of today's Board meeting. Those comments were:

"I have confidence and trust in Finance Director Clorinda Smith and her staff based on 8 years of experience working with her. I am always impressed with her knowledge of where every dollar comes from and where it goes. I don't understand the desire to combine HR and Finance under the leadership of the HR Director. While I appreciate the skills of our new HR Director, she has only been with the county for 4 months and as far as I know, lacks a financial background."

"Any way I do the math, combining Public Works and Community Development and the attendant increase in management positions increases the budget - unless you consider offsetting that cost with the layoffs in Public Works - and I would prefer to keep front line workers rather than increase layers of management. We have an opportunity to promote from within for the recently vacated Public Works Director position which I am in favor of doing."

"I've been told this reorganization is positioning us for the future, but I would rather focus on where we are right now. I believe we need to focus on keeping as many frontline employees as possible to keep services for residents. A Reorganization can happen in the future, if necessary, once we have a better understanding of the final impacts of Covid-19 on Gilpin County."

Commissioner Isenhart expressed her sincere regret over the current circumstances and said she hopes for better times ahead.

Commissioner Engels moved to approve staff's recommendation to proceed with the workforce reductions and to execute these reductions immediately. Commissioner Isenhart seconded the motion, which passed by a vote of 3 to 0.

County Reorganization Plan. Commissioner Watson said that she had been told the proposed reorganization plan would position the County for the future, but that she would rather focus on the current situation. Regarding the combining of the Human Resources and Finance departments, she expressed her trust for Finance Director Clorinda Smith and said she was not in favor of combining the two departments. As to bringing in a new Community Development Director under the proposed Infrastructure and Development Department, Commissioner Watson said she saw it as an increase to the budget and that she would rather keep the frontline workers than management. She concluded her comments by saying she did not understand the need to reorganize, and not at this time. Commissioner Isenhart said she was in favor of the workforce reduction, but that she didn't believe there was only one correct way to do it. Commissioner Engels thanked Commissioner Watson for her statements and said the Board knew the reorganization plan would likely be the most contentious part of their overall plan. He said he believed that putting key positions in place was best.

Commissioner Engels moved to approve the reorganization plan and to execute the plan immediately. Commissioner Isenhart seconded the motion, which passed by a vote of 2 to 1, with Commissioner Watson voting against. She thanked County Manager Montoya, County Attorney Bradford Benning and Finance Director Clorinda Smith for their great work.

Request to Approve Job Descriptions. Human Resources Director Lori Schrayner proposed the following new job descriptions:

1. Appraisal Associate, pay grade 65. Commissioner Engels moved to approve the position. Commissioner Isenhart seconded the motion, which passed by a vote of 3 to 0.
2. Facilities Maintenance Technician II, pay grade 80. Commissioner Engels moved to approve the position and job description. Commissioner Isenhart seconded the motion, which passed by a vote of 3 to 0.
3. Business Analyst II, pay grade 95. Commissioner Engels moved to approve the position. Commissioner Isenhart seconded the motion, which passed by a vote of 2 to 1, with Commissioner Watson voting against.
4. Child and Youth Grant Coordinator, pay grade 80. Commissioner Engels moved to approve the position. Commissioner Isenhart seconded the motion, which passed by a vote of 3 to 0.
5. Facilities Manager, pay grade 105. Commissioner Engels moved to approve the position. Commissioner Isenhart seconded the motion, which passed by a vote of 2 to 1, with Commissioner Watson voting against.
6. Infrastructure and Development Services Deputy Director, pay grade 105. Commissioner Engels moved to approve the position. Commissioner Isenhart seconded the motion, which passed by a vote of 2 to 1, with Commissioner Watson voting against.
7. Senior Planner, pay grade 105. Commissioner Engels moved to approve the position. Commissioner Isenhart seconded the motion, which passed by a vote of 2 to 1, with Commissioner Watson voting against.
8. Director of Infrastructure and Development Services, pay grade 115. Commissioner Engels moved to approve the position. Commissioner Isenhart seconded the motion, which passed by a vote of 2 to 1, with Commissioner Watson voting against.
9. Director of People, Culture and Finance, pay grade 115. Commissioner Engels moved to approve the position. Commissioner Isenhart seconded the motion, which passed by a vote of 2 to 1, with Commissioner Watson voting against.

Commissioner Watson stated that she disagreed with the creation of new positions and how the accounting was done, but that the vote was conclusive.

Legal Status Report. County Attorney Bradford Benning advised the Commissioners on the following legal issues:

- A new format for weekly updates on zoning matters is being prepared.
- Some of the Tolland property that straddles the boundary between Boulder and Gilpin counties has been donated to Boulder County. They would like to build trails in that area, and are planning to use their own park rangers for law enforcement in both counties. A proposed intergovernmental agreement will be available for review soon.

County Manager Status Report. County Manager Abel Montoya updated the Board of County Commissioners on the following items:

Staff Appreciation. County Manager Montoya thanked the senior leadership team for several months of work and creativity on the organizational restructuring and budget cuts.

DOLA CARES Act Funding Letter. Opting into the federal CARES Act funding administered by the Colorado Department of Local Affairs (DOLA) requires a signed letter from participating agencies that states the agency will follow all laws and requirements of the Act. Commissioner Isenhart moved to sign the letter allowing Gilpin County to participate in the funding process. Commissioner Engels seconded the motion, which passed by a vote of 3 to 0.

Board of County Commissioners Status Reports.

Notice of Public Meetings. The Board's upcoming public meetings will include July 7, 14, 21 and 28, with a work session scheduled for July 9. They will also conduct a Town Hall on July 1, 2020, at 6:00 p.m. to discuss the County reorganization and budget cuts.

Minutes.

Commissioner Engels moved to approve the Board of County Commissioners Meeting Minutes for June 23, 2020. Commissioner Isenhart seconded the motion, which passed by a vote of 3 to 0.

Commissioner Isenhart moved to approve the Board of County Commissioners Meeting Minutes for June 25, 2020. Commissioner Engels seconded the motion, which passed by a vote of 3 to 0.

Adjourn. There being no further business to come before the Board, they adjourned at 11:31 a.m.

Signed this 06th day of August 2020.