

MINUTES
WELD COUNTY COUNCIL
September 19, 2022

The Weld County Council met in regular session in full conformity with the Weld County Home Rule Charter at 6:30 p.m., Monday, September 19, 2022, at the Weld County Administration Building, 1150 O Street, Greeley, CO.

ROLL CALL:

 The meeting was called to order by President Nancy Teksten. Councilmembers Tonya L. Van Beber, Cindy Beemer, James Welch and Rupert Parchment were present, constituting a quorum of members. Also present was Council Secretary Linda Kane.

APPROVAL OF AGENDA :

Councilmember Beemer made a motion to approve the agenda, seconded by Councilmember Van Beber and carried.

APPROVAL OF DOCUMENTATION:

Approval of August 15, 2022, Minutes

Councilmember Van Beber made a motion to approve the August minutes, seconded by Councilmember Beemer, and the motion carried.

REVIEW PROGRAM:

Jamie Ulrich, Director Human Services

Ms. Ulrich and Deputy Director Tami Grant gave an overview of the Department of Human Services. They have each worked for the county more than 25 years.

Ms. Ulrich said her department has 469 employees, across five campuses and they operate 24/7. They serve all ages from birth to death and provide a safety net to the community.

One of their programs, the Friendly Fork program, serves seniors who sometimes don't have an opportunity to get out of their homes. Another food assistance program is SNAP which provides monetary food assistance. Ms. Ulrich said 24 percent of the Weld County population is enrolled in Medicare.

Ms. Ulrich said no other county in Colorado works to intervene early in family issues to prevent foster care situations. On average per month, there are 213 kids in foster care with about 70 percent of those going to kin family members.

Another program highlights the Area Agency on Aging. In 2021, human services assisted 1,867 individuals with services they needed in their home. This program helps to prevent residents from moving to nursing homes.

Another program establishes and enforces child support orders for non-custodial parents. In 2021, more than \$23 million was collected and that money is directly issued to the families.

Ms. Grant spoke about the huge asset county workforce centers provide. She said in 2021, 706 employers were supported in the county along with thousands of residents seeking employment. The program also helps residents earn their GED.

More information about the Department of Human Services can be found at www.weldgov.com.

OLD BUSINESS:

Consider salaries for Commissioners, Assessor, Clerk and Recorder and Sheriff

Councilmember Beemer made a motion to Take from the Table the proposal for the commissioner's salary, it was seconded by Councilmember Parchment and the motion carried. Nay votes from Councilmembers Welch and Van Beber resulted in a tie and the motion died.

Councilmember Van Beber requested that both letters received from County Commissioners be read to the public and included in the minutes, along with other emails and correspondence received.

See Addendum 2.

Councilmember Welch moved to pay commissioners \$118,145, there was no second so the motion died.

Councilmember Welch moved to pay commissioners \$131,701 for years 2025 and 2026, and there was no second so the motion died.


Councilmember Beemer made a motion to pay commissioners \$125,000, and there was no second so the motion died.

Councilmember Van Beber made a motion to pay commissioners \$111,300, it was seconded by Councilmember Parchment and then public comment was made.

Public Comment

Bob Grand of Keenesburg, said the southern portion of the county isn't represented on the Council and 2/3 of the population lives outside Greeley. He said Council should consider salaries through an analytical format.



 Sherrie Peif, of Evans, submitted a written proposal with explanations per salaries. She said a salary of \$111k is a slap in the face. She said they work full-time and need to be compensated accordingly.

See Addendum 1.

Tommy Butler, of Greeley, said commissioners indicated they didn't want a raise and therefore, Council should not provide one.

Commissioner Lori Saine said she believed a raise was too generous given the economic climate in which commissioners serve.

Dave Kisker, of Greeley, said Council should consider raises via analytical methods. He said in the private sector salaries are based on qualifications. However, to be a commissioner, no qualifications are outlined other than living in the county.



A vote on the motion to set salaries at \$111,300 was met with nays and did not pass.

Councilmember Beemer made a motion to pay commissioners \$140,000, it did not receive a second and the motion failed.

Councilmember Welch made a motion to pay commissioners \$120,000, it was seconded by Councilmember Parchment, received all ayes and the motion carried.



Take from the table the proposal for County Assessor's salary

Councilmember Beemer made a motion to Take from the Table the proposal for the assessor's salary, it did not receive a second and the motion died.

Councilmember Welch made a motion to pay the assessor \$140,000, it did not receive a second and the motion died.

Councilmember Beemer made a motion to pay the assessor \$185,000, there was no second to the motion and it died.

Councilmember Parchment made a motion to pay the assessor \$136,200, it was seconded by Councilmember Welch, and after public comment, Councilmembers Welch, Van Beber and Parchment vote aye, with Councilmember Beemer voting nay, and the motion carried.

Public Comment

Sherrie Peif, of Evans, again referenced her handout. (Addendum 1). She sated the assessor's salary should be set at \$156,161.

County Assessor Brenda Dones, of Johnstown, said there's nothing more uncomfortable than asking for a raise during a public meeting. She said she worked her way up the ladder and her job ends after 12 years maximum as an elected official. She pointed out she attends numerous meetings and her job is comparable to the treasurer who makes \$175,000.



She said her office is one half of a whole with the treasurer's office, but since her position is elected, she makes \$55,000 less than the treasurer.


Dave Kisker, of Greeley, said salaries should based on qualifications, performance and comparables.

Joe Koppes, of Greeley, said office holders need to be paid well so the county can recruit and maintain the highest quality employees.



Bob Grand, of Keenesburg, asked why the treasurer makes \$175k while the assessor makes \$120k.

Consideration of the salary for Clerk and Recorder


 Sherrie Peif, of Greeley, said the clerk should be paid \$156,161. She referenced Addendum 1.


Deputy Clerk and Recorder Rudy Santos, of Greeley, said \$136,000 was low. He said the salary should be higher considering all the work that goes into the clerk's office and the many departments they regulate.





Clerk and Recorder Carly Koppes said it's not been an easy job considering today's political environment. She said she will be term limited after four years and will encourage Mr. Santos to

run for the position. He would bring nearly 30 years of experience to the department and potential candidates need to be paid competitively.

 Dave Kisker, of Greeley, stated salaries should be set for the office, not the individual.

 Joe Koppes, of Greeley, said the clerk doesn't get paid overtime like regular employees and she deserved a significant raise.

 Matt Elby, of Greeley, has been employed with the county for 22 years. He said he regularly receives COLA increases which elected officials do not. He said salaries should be considered while thinking of the future offices.

 A motion to pay the clerk \$136,200 was met with an aye from Councilmember Welch, and nays from Councilmembers Beemer, Van Beber and Parchment, so the motion did not carry.


Councilmember Beemer made a motion to set the clerk's salary at \$160,000, it did not receive a second and the motion died.


Councilmember Parchment made a motion to set the clerk's salary at \$145,000, it was seconded by Councilmember Beemer, and Councilmember Van Beber made a motion to amend and set the salary at \$156,000, with Councilmembers Beemer, Van Beber and Parchment voting aye and Councilmember Welch voting nay. **The motion was therefore accepted to set the clerk's salary at \$156,000.**

A five minute recess was held until 8:37 p.m.


Consideration of salary for Sheriff


Councilmember Parchment made a motion the sheriff's salary be set at \$200,000 for years 2023-2026, it was seconded by Councilmember Welch and public comment was held.


 Sherrie Peif, of Evans, said Sheriff Steve Reams is extremely reliable and stands up for what he believes in. She recommended his salary be set at \$235,000.

 Donnie Patch, of Greeley, and county undersheriff said he's been with the agency 22 years. He said he had no desire to run for sheriff because it would entail a huge pay cut. He said good candidates are all making more than sheriff.

Bob Grand, of Keenesburg, said sheriff is an important job. He said the county has created a pay structure where undersheriffs are paid more than the sheriff. He said that was dumb.

 Mary Farr, of Greeley, said \$250,000 was a fair salary. She said Sheriff Reams is the best sheriff the county has ever had and he needs to be the number one wage-earner in the county.

 Dave Kisker, of Greeley, again reminded the Council to set salaries for the office, not the individual. He said the county needs to instill a compensation method for elected officials. He said the charter needs to be revised so salaries can be computed for elected officials.

 Matt Elby, of Greeley, supported the salary of \$250,000 and said it's appropriate for the top law enforcement official in the county.

📄 Brent Lambrecht, of Mead, said the sheriff's qualifications far outweigh his position. He's bothered by others making more money than the sheriff when they have way less responsibility.

📄 Matt Turner, of Windsor, is captain of the jail. He said next year, he will make more money than the sheriff and that doesn't make sense.

📄 Sheriff Steve Reams said there are many requirements to becoming sheriff. He referenced data he provided at last month's meeting and said he stands by it.

📄 The motion made and seconded to set the sheriff's salary at \$200,000 received an aye from Councilmember Welch, while Councilmembers Parchment, Van Beber and Beemer voted nay, and the motion did not carry.

Councilmember Van Beber made a motion to set the sheriff's salary at \$208,000 and was seconded by Councilmember Welch. Councilmembers Beemer and Parchment voted nay, resulting in a tie. President Teksten voted aye to break the tie and the motion carried.

Councilmember Parchment made a motion to reconsider the assessor's salary and set it at \$156,000, it was seconded by Councilmember Beemer, received an aye vote from Councilmember Van Beber, a nay vote from Councilmember Welch, and the motion carried.

NEW BUSINESS:

Coordinator Reports/Councilman Reports

Councilmember Van Beber made a motion to include in the minutes emails and correspondence submitted to Council per salaries, it was seconded by Councilmember Welch, and carried.

Bills

Councilmember Welch made a motion to approve bills, it was seconded by Councilmember Beemer and carried. The bills were paid as follows:

- Weld County Phone Bill for August \$25.00
- Greeley Tribune Publication of 1st quarter RTTP \$257.40

ADJOURNMENT:

By acclamation, the meeting was adjourned at 9:25 p.m.

Oct. 17, 2022

October 17, 2022

Nancy Teksten
Council President, Nancy Teksten

10-17-22

Linda Kane
Council Secretary, Linda Kane

First, I need to point out the current situation, beginning with the salaries of elected officials in 63 of 64 counties in this state are set by state statute. ONLY Weld County gets to set its own salaries.

- To start, let's compare what Weld County elected officials makes compared to other officials in the same size-category in other counties across the state.
 - Commissioners in Weld make \$105,000 while others make \$131,701.
 - Clerk and Assessor in Weld make \$120,000 while others make \$131,701.
 - Sheriff in Weld makes \$160,000 while others make \$167,606.
- Now let's look at each of the roles of the four positions starting with Weld County Commissioners —
 - Most all counties in Colorado are management-ran counties, which are ran similar to city/town councils were a manager is hired by the board/council and that manager runs the city/county. The board acts as the policy-making authority of the city/county. The manager is responsible for the administration of all departments and functions under the authority of the board. The closest example is Larimer County where there are three county commissioners who do not have a role in the day-to-day operation of the county.
 - In Weld County, the commissioners act as the manager. Every year, they divide up the departments, such as human resources, transportation, planning, ect... within the county so that each commissioner oversees one. Each commissioner acts as the "manager of that department."
 - County Commissioners also act as the land-use authority, a quasi-judicial role that requires legal decisions.
 - Finally, County Commissioners are still the policy-making authority for the county.
- Clerk/Recorder, Assessor and Sheriff —
 - Weld County's Clerk/Recorder and Assessor have the same job duties as their predecessors across the state. HOWEVER, Weld County is the third largest county by size at just under 4,000 square miles. While there two counties that are larger by land mass (Las Animas and Moffat) Weld County's population is about 20X that of the other two, 265,066/14,789/13,286, respectively. (Numbers are most recent I can find).
 - Much larger employment responsibilities
 - Double or more the land mass to cover over 44 other counties
 - Much more record keeping
 - Much more accounting
 - The job responsibilities of the clerk/recorder, assessor and sheriff in Weld County are much greater across the board.
- Second, let's talk about the controversy surrounding these positions.
 - There are three categories of people weighing in on this topic.
 - Category A: The people who fought like crazy to not give certain officials raises four years ago.
 - Category B: The people who fought like crazy to make all the points I made above four years ago to give certain official raises.
 - Category C: The people who believe elected officials should do so out of the goodness of their civic-duty heart. They knew what they were going to make when they ran for office.
 - These categories can be complicated. I was in A four years ago, but B this year. And some who were in B four years ago, are in C this year.
 - I was in category A four years ago because I love the way our county is set up. We the people through more elected officials of the county council get to control what we pay our elected

Addendum 1

Commissioners

<u>Year</u>	<u>Weld</u>	<u>State Set</u>
2026	Proposed: \$160,000	will be set in 2025
2025	Proposed: \$160,000	will be set in 2023
2024	\$105,000	will be set in 2023
2023	\$105,000	\$131,701
2022	\$105,000	\$131,701
2021	\$105,000	\$125,913
2020	\$105,000	\$125,913
2019	\$105,000	\$120,485
2018	\$105,000	\$120,485
2017	\$105,000	
2016	\$87,300	
2015	\$87,300	
2014	\$87,300	
2013	\$87,300	

Assessor

<u>Year</u>	<u>Weld</u>	<u>State Set</u>
2026	Proposed: \$175,000	will be set in 2025
2025	Proposed: \$175,000	will be set in 2023
2024	Proposed: \$175,000	will be set in 2023
2023	Proposed: \$175,000	\$131,701
2022	\$120,000	\$131,701
2021	\$120,000	\$125,913
2020	\$120,000	\$125,913
2019	\$120,000	\$120,485
2018	\$110,000	\$120,485
2017	\$110,000	
2016	\$110,000	
2015	\$110,000	
2014	\$87,300	
2013	\$87,300	

Sheriff

<u>Weld</u>	<u>State Set</u>
Proposed: \$250,000	will be set in 2025
Proposed: \$250,000	will be set in 2023
Proposed: \$250,000	will be set in 2023
Proposed: \$250,000	\$167,606
\$160,000	\$167,606
\$160,000	\$160,239
\$160,000	\$160,239
\$160,000	\$153,332
\$140,000	\$153,332
\$140,000	
\$140,000	
\$140,000	
\$111,100	
\$111,100	

Clerk & Recorder

<u>Weld</u>	<u>State Set</u>
Proposed: \$185,000	will be set in 2025
Proposed: \$185,000	will be set in 2023
Proposed: \$185,000	will be set in 2023
Proposed: \$185,000	\$131,701
\$120,000	\$131,701
\$120,000	\$125,913
\$120,000	\$125,913
\$120,000	\$120,485
\$102,500	\$120,485
\$102,500	
\$102,500	
\$102,500	
\$87,300	
\$87,300	

Addendum 2

August 29, 2022

Dear President Teksten,

We write to express our concern with the proposed salary increases for elected officials discussed at the August 15, 2022, Weld County Council meeting. While the undersigned Weld County Commissioners understand the need to attract qualified candidates for public office, we believe that it is inappropriate to consider large salary increases at this time.

Weld County has a long tradition of safeguarding our resources and scrupulously avoiding irresponsible expenditures. We are blessed with a unique set of values surrounding our government institutions because our elected officials lead by example. Excessive salary increases would undermine this important culture and harm our ability to guide the county during these challenging times.

All the elected officials whose salaries are under consideration by the Council agreed to seek public office in Weld County knowing that they would make certain sacrifices, including foregoing financial compensation that they could receive for work in the private sector or similar work in other jurisdictions. We willingly make these sacrifices because we understand that we live in the best county, and serve the best people, in America.

America and Colorado face a crisis of leadership caused by a lack of faith in our public officials. Families across our county are struggling to make ends meet. Small business owners are working overtime to keep their doors open. Parents worry about the future opportunities for their children. This is not the time to further erode public trust by large increases in elected officials' salaries.

We appreciate the Council's willingness to address this difficult issue. Thank you for volunteering to make our county a better, safer place to live.

Sincerely,

Weld County Commissioners

CC: Other County Council members.

Linda Kane

From: Scott James
Sent: Tuesday, August 30, 2022 3:27 PM
To: Nancy Teksten; Linda Kane
Subject: Letter from the Board of County Commissioners
Attachments: 08-30-2022 BOCC Letter to County Council.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Chairwoman Teksten,

I hope this finds you well. I have your email address. I do not have all the email addresses of the County Council members. Linda, would you kindly forward this email to the entirety of Council?

Please find attached a letter from the Board of County Commissioners.

Thank you!

Scott K. James
Weld County Commissioner, District 2
1150 O Street, P.O. Box 758, Greeley, Colorado 80632
970.336.7204 (Office)
970.381.7496 (Cell)



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August 30, 2022

Chairwoman Teksten and members of the County Council:

On behalf of the Weld Board of County Commissioners, please accept this letter as an addendum to the letter you received on August 29, 2022, from Commissioner Perry Buck.

After a more thorough review of that letter, we do not fully agree with the way it was written. Our concern is only for the proposed salary increases that pertain to the Weld Board of County Commissioners, not for all "elected officials," as the letter indicated.

The Sheriff, Clerk and Recorder, and Assessor are independently elected officials. Collectively, the Board of County Commissioners does not take a position regarding the salaries of these independently elected representatives.

We personally hold the opinion that the salary for County Commissioners discussed at the August 15, 2022, County Council meeting is too high considering our current economic environment. However, it is not our decision – that decision rests solely with the County Council and we respect the Council's ability to do its job without input from the Board of County Commissioners.

Thank you for addressing this difficult subject and for your service to the people of Weld County.

Sincerely,

A handwritten signature in black ink, appearing to be "Scott James", written in a cursive style.

Scott James, Chairman

Weld Board of County Commissioners

Linda Kane

From: Shawn Holmes <bettyblue095@hotmail.com>
Sent: Saturday, August 20, 2022 8:15 AM
To: County Council
Subject: Consideration of Salary Changes

Follow Up Flag: Follow up
Flag Status: Flagged

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Mr. Parchment,

I live in Windsor and looking at the district map, you sir are the representative for Windsor to the Weld County Council.

I learned the Council heard or took into consideration the increase in salary for several positions within Weld County to include the County Assessor, Sheriff and County Clerk. I was unable to locate any documentation the Council reviewed in discussions of the matter or who proposed the discussion to begin with.

Below is a chart that has made its way to the internet.

	Commissioner (5)
Current	\$105,000.00
Proposed	\$160,000.00
Increase	\$55,000.00
% Increase	52%

Statute	\$131,701.00
Current	\$105,000.00
Increase	\$26,701.00
% Increase	25%

If this chart is accurate, I STRONGLY urge you to vote against this matter when it comes to a vote. The proposed percentage of increase is absurd when you look at the current state of inflation and economy and think about the people you represent. They certainly are not getting these types of raises from employers right now. I worked in Public Service for 25 years as a Police Officer in a municipal agency in Weld County and I never saw raises like this. In fact, at one point, I went 8 years without a pay raise. I don't know how you can justify these pay raises to your constituents when the State increase is grossly less.

If Weld County has this much money to afford these types of raises then maybe the County needs to look at lowering the Mill Levy or returning some of the money back to the tax payers. Or use the money to improve traffic safety in the County. Or increase the salaries of ALL County employees.

Thank you for your time and consideration in this matter.

Sincerely,

Shawn Holmes
Windsor and Weld County Resident

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Linda Kane

From: zachehalley2017 <zachehalley2017@gmail.com>
Sent: Friday, August 26, 2022 1:58 PM
To: County Council
Subject: Council Meeting
Attachments: Screenshot_20220826-132808_Samsung Internet.jpg

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Greetings,

I am unable to make the next meeting but I want you all to know my feelings towards this thing going around on facebook.. There is NO WAY anyone making that amount of salary needs a 60,000 to 90,000 more annually when they get FREE Healthcare, WRITE OFF petro and NOW have a free car wash. I know several county employees who cannot afford to feed thier families and these people don't even care. Recently, I understand they sent out a survey to all employees which I am sure the employees let them know what they are doing is not right.. so NOW they need more money. They need to be giving the employees raises so they don't have to go to the foodbank not themselves. I am sorry Mr. James but you don't need that Mercedes. I am sorry Mr. Reams but you don't need to add what I make annually with 200 more OT hours to your salary... I can barely make mortgage and these individuals need 60,000 a year more. NO they dont! We need better pay for the REAL workers. The ones on the bottom! The vets! The single moms! Pretty much anyone other than them. Please do not allow this!

Thank you

Sent from my Galaxy

Linda Kane

From: momdejohn@aol.com
Sent: Saturday, September 3, 2022 8:03 AM
To: County Council
Subject: Elected official raises

Follow Up Flag: Follow up
Flag Status: Flagged

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First, let me say that I know that elected officials have a thankless job- but they signed up and actively pursued these jobs.

A salary increase of over 50% is insane!

In the private sector, even with the competitive job market, I expect about a 5% increase next year. And, I am paid far less than any of those people. Pretty sure I work just as hard, and I have to volunteer to be at all the public events that I want to attend (or even pay for a seat at the table). And, I still manage to pay my bills and have some fun!

Please settle on a raise that is more appropriate for these trying economic times.

Thanks for your consideration and the work that you do for Weld County!

Marla DeJohn
Lifetime resident of Weld County

Linda Kane

From: Kevin Schwartz <kschwartz193@yahoo.com>
Sent: Tuesday, August 23, 2022 5:06 PM
To: County Council
Subject: Elected official Salary increases.

Follow Up Flag: Follow up
Flag Status: Flagged

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To whom it may concern,

I recently observed to proposed salary increases for Weld County elected officials. I find the proposed increases outrageous and over the top. I fully support reasonable increases for these officials but 50% increases? That is out of line when the everyday workers in Weld County are struggling to make ends meet. These officials should be reminded about being good stewards of tax payer monies and practice servant leadership. Without workers, the county does not operate and prosper. Please consider reasonable increases in line with state statute.

Respectfully,

Kevin Schwartz

Linda Kane

From: Karla Ford
Sent: Tuesday, September 6, 2022 8:38 AM
To: nteksten@gmail.com
Cc: Linda Kane
Subject: FW: 50per cent raise for commissioners

Follow Up Flag: Follow up
Flag Status: Flagged

Please see the email that was sent to me below. Thank you.

Karla Ford ✉

Executive Assistant & Office Manager, Board of Weld County Commissioners
1150 O Street, P.O. Box 758, Greeley, Colorado 80632
:: 970.336-7204 :: kford@weldgov.com :: www.weldgov.com ::

****Please note my working hours are Monday-Thursday 7:00a.m.-5:00p.m.****



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From: Richard and Angie Smith <rmas55@aol.com>
Sent: Saturday, September 3, 2022 9:26 AM
To: Karla Ford <kford@weldgov.com>
Subject: 50per cent raise for commissioners

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I have several comments that others as well may have. First of which is, who proposed this raise? Also I wonder whatever happened to prominent people volunteering time for the good of the community, many of which are well to do already. Is Weld county a rich county? Is the commissioners job a full time one, if so they do not have a business to run, as that is also a full time job. Is pay similar to other poor counties? Is this even a good time to be proposing a radical increase considering the economy with inflation looming? Has the job changed 50 per cent? Are there no qualified and responsible people applying? Please give sensible answers.

Linda Kane

From: narevalo3437@gmail.com
Sent: Thursday, August 18, 2022 9:21 PM
To: County Council
Subject: Increase in Salaries

Follow Up Flag: Follow up
Flag Status: Flagged

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I read on the Nunn Facebook page that there will increases in salaries, up 50% from current salaries. This is abominable. Shouldn't that money go to programs in Weld County? I certainly don't want my tax dollars spent giving people more salary than they already don't deserve.

Nancy Arevalo

Linda Kane

From: Dana Patrick <danica0526@yahoo.com>
Sent: Tuesday, August 30, 2022 9:20 AM
To: County Council
Subject: Input for pay increases

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good Morning,

I wanted to make a comment about the raises in pay the commissioner and sherriff are requesting. I don't think we should be looking at the pay a metropolitan area makes such as Brighton for the Sheriff but more like Larimer county. The Weld county officials are already make more annually than Larimer County while the employee are still making significantly less than Larimer. I think it would be appropriate to do a pay analysis that features other areas that are similar to population such as Wyoming and Larimer County when calculating what needs to be increased. I don't think it is fair to the citizens to be battling inflation, increases of property taxes and gas woth this added on top. If a staff analysis by an outside party is done that shows they are being not being paid comparable then yes an increase would be acceptable. I am fairly certain that this will not be the outcome though. I believe these officials are making significantly more than other comparable areas. I think further research should be done other than taking the information from the party requesting it. The employees of Weld should be making more to survive not the top. I thought these individuals took these positions to help the community and not for extreme amounts of money.

Thank you

Concerned citizen

Linda Kane

From: Cisco Unity Connection Messaging System <unityconnection@uc-cxn-ladc.co.weld.co.us>
Sent: Tuesday, September 6, 2022 3:21 PM
To: Linda Kane
Subject: Message from BARZDUKAS ROBER (9703535998)
Attachments: VoiceMessage.wav

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: ViewMail

This is Robert Barzdukas, retired teacher, I am just astonished that the Council thinks the Commissioners need a bigger raise.

This is more money than I retired at as a teacher. They're overpaid to begin with and you're gonna add another \$55,000 to them? That's ridiculous.

Linda Kane

From: Cisco Unity Connection Messaging System <unityconnection@uc-cxn-ladc.co.weld.co.us>
Sent: Saturday, September 3, 2022 5:16 PM
To: Linda Kane
Subject: Message from PEACOCK B (3038330898)
Attachments: VoiceMessage.wav

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: ViewMail

Hey Rupert,

This is Rob Peacock in Firestone and I wanted to make a comment to ya. Don't let these pay raises for commissioners, sheriff, assessors, clerk, budget, all that crap go up. That's nonsense. Last several years everyone has seen cuts in pay due to inflation and cost of living.

They shouldn't be immune to our pain, as well.

If you have any questions, give me a call back.

Linda Kane

From: Melissa Jensen <jensen6ingreeley@gmail.com>
Sent: Tuesday, August 30, 2022 8:13 PM
To: County Council
Subject: NOT for the people!

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Just posted this on Facebook - good luck trying to justify yourselves to the public.

Come on, Weld County Council - MASSIVE pay raises are NOT warranted when our county roads are in such crappy shape and we need more affordable housing for kids who grew up here but can't afford to live here, older adults, etc. How about an incentive for homeowners in Weld County to xeriscape to save water? How about sharing the wealth with some Weld nonprofits who are directly benefitting people? A modest raise, MAYBE, but this is just plain greed. Can't wait to get out of Weld County and this entire state. Turning into California, sadly. You're letting it happen. Good luck keeping up with the transportation, housing, and water needs! So much for government for the people - it is, but for just a few. Sickening.

Purely disgusted,

Melissa Jensen
Weld resident/taxpayer since 1988 but not for much longer., thankfully!

Linda Kane

From: PAUL WOOD <colowood@comcast.net>
Sent: Thursday, September 1, 2022 12:35 PM
To: County Council
Subject: Proposed Pay Raises for Elected Officials
Attachments: county_salaries_2022_and_2023_updated_for_sb22_065_for_posting.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Weld County Council,

After reading about the proposed raises for 8 elected officials, I am finding it hard to believe that the Council is really considering raises that are far and beyond those reasonably recommended under Colorado Revised Statutes Section 30-2-102 for Category 1-A counties (attached).

To consider a 54% pay raise for the Sheriff is irresponsible and to increase that salary by \$90,000 annually is way out of line. Along with that, to include a pay raise for the Undersheriff is unimaginable for a non-elected official. This position has historically been an appointed title position, with the pay being the equivalent to the other executive staff officers within the Sheriff's Office. Undersheriff's are NOT an elected official and are usually appointed to political allies of the incumbent sheriff. Granting an unelected official a substantial pay increase based on merely a job title is a slap in the face to the remainder of those employed at the Sheriff's Office who have to rely on small annual Cost of Living Allowances or earned promotions and longevity pay increases to support their families.

Considering pay raises for the other elected officials (Commissioners, Clerk & Recorder, Assessor) that are proposed at a 46-54% rate does not appear to be fiscally responsible during a time of national high inflation when the average citizen is struggling on a monthly basis. Plus, it is my understanding that these elected officials receive a benefit package where they do not have to pay for their health insurance (that other employees need to pay for).

I would ask that the County Council reconsider granting such high pay increases and consider staying within the recommended salaries based on Colorado Revised Statutes.

Thank you for your time,

Paul Wood
Greeley, CO
Weld County Resident since 1994.

Linda Kane

From: Micki Holladay <mikemicki@aol.com>
Sent: Monday, August 22, 2022 8:47 AM
To: County Council
Subject: Proposed pay raises for Weld County elected officials

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear County Council members,

As residents of Weld County, we are distressed to find out about the proposed increase in salaries for our elected officials. While we believe that everyone deserves some occasional cost-of-living increase to their pay, these proposals seem vastly exorbitant. We understand that our Sheriff works hard for us and has big responsibilities, as do some of the others, but in a time when the citizens of this county are struggling with the rising inflation and the economic instability that is occurring in our nation, handing out increases that exceed 50% is ludicrous. People in this county making far less than this are trying to figure out how to balance their finances, put gas in their cars to get to work or feed their families, and we believe this size of increase sends the wrong message.

We are not saying that these elected officials don't put in a lot of time and effort for the people of Weld County, however when looking at what the statute calls for and what is proposed, it is clear that there is a big disconnect. I find it comical that the statute calls for 25% for the commissioners and only 5% for the Sheriff. Seems that should be the other way around.

We would ask that you all consider carefully the type of message this sends out to the citizens of this county and decrease these proposed increases to a percentage that gives these officials a decent raise without rubbing it in the face of everyday ordinary citizens who are trying to make it through difficult times. As a couple living on Social Security, we find this a betrayal to the very people who elected these officials.

Thank you for your consideration,

Michael R. Cohrs
Micheline J. Holladay

	Commissioner (5)
Current	\$105,000.00
Proposed	\$160,000.00
Increase	\$55,000.00
% Increase	52%

Statute	\$131,701.00
Current	\$105,000.00
Increase	\$26,701.00
% Increase	25%

Linda Kane

From: Mary Schwartz <marys057@yahoo.com>
Sent: Tuesday, August 23, 2022 11:21 AM
To: County Council
Subject: Proposed raises for elected officials

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Please don't give huge raises to our elected officials. They deserve a cost of living raise but what you propose is outrageous. Two to ten percent like the employees would be a better idea.

I'm sure there are better ways to take care of employees than overpaying elected officials Mary Schwartz

Sent from my iPhone

Linda Kane

From: Candice Walker <dazey1979@gmail.com>
Sent: Monday, August 22, 2022 9:51 AM
To: County Council
Subject: Proposed wage increases

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I just wanted to take a minute to voice my concern over the proposed rate increases for the Weld County Commissioners, Sheriff, Assessor and Clerk. These increases being 46-56% are outrageous! What other occupations get those kind of raises? The average median wage in Weld County is only \$58,000 per year. So the people in government should be making over 3 times as much? I don't mind government employees being paid very reasonably to do a job, but when they are making 3 times the median average wages of the people they serve, there is something wrong with this picture. To make matters even worse, my property taxes have almost doubled in the last five years. This coupled with the rising cost of everything else. Where does the pig gutting stop?!

I have enjoyed living in Weld County, especially during the COVID non-sense, but these increases have me and a lot of others I know incredibly angry. Do better Weld County!

Thank you for your time,

Candice

Linda Kane

From: Janet Lennox <janet.l.lennox@gmail.com>
Sent: Monday, September 12, 2022 3:32 PM
To: County Council
Subject: Public Comment

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Reference: Raises for Elected Officials

Proposed Raises for the the Assessor, Clerk and Recorder, Sheriff, and Commissioners range between 45.8 and 56%.

I oppose the raises. The proposed amounts are excessive and unwarranted. I would accept annual performance increases for the officials ranging between five and ten percent but no higher.

I ask that my comments be entered into the record at the next meeting in September, as well as sharing my comments with the Commissioners.

Regards,

Janet Lennox

Linda Kane

From: BRENDA HAFFNER <haffsrout2@aol.com>
Sent: Saturday, August 20, 2022 9:40 PM
To: County Council
Subject: Purposed pay increases for Elected official

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

The council purposed pay increase for the counties elected officials is out of line. The State statue is in line.

No other County employees would ever get a 40 to 56 percent pay raise.

	Commissioner (5)
Current	\$105,000.00
Proposed	\$160,000.00
Increase	\$55,000.00
% Increase	52%

Statute	\$131,701.00
Current	\$105,000.00
Increase	\$26,701.00
% Increase	25%

The increases listed above in each category would hire one to two employees for each department.

The employees get health insurance increase, every year that is almost equal to their cost of living increase. The retirees have received a 1 percent cost of living increase each year for five years.

How dare the council even think of any raise

Ed Haffner

Linda Kane

From: Cheryl DiPaolo <cheryldipaolo3511@gmail.com>
Sent: Friday, August 19, 2022 9:06 AM
To: County Council
Subject: Raises

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

At a time when taxpayers are struggling to just get by, why are you considering 50%+ raises. This is a slap in the face to those of us who have voted you into your positions. I urge you to rethink these amounts.

Linda Kane

From: Mike Iannuzzi
Sent: Tuesday, August 30, 2022 12:18 PM
To: County Council
Subject: RE: Elected officials salary changes

Follow Up Flag: Follow up
Flag Status: Flagged

County Council,

All Colorado counties, except Weld and Pitkin, follow the salary guidelines set by the state. You can find them here: <https://leg.colorado.gov/agencies/legislative-council-staff/salaries-legislators-statewide-elected-officials-and-county>

Many counties provide easy access to their salaries. Larimer County is a good example. You can find their salaries here: <https://www.larimer.gov/hr/employee-relations/compensation-classification/wages>
ALL counties are required to publish salaries twice a year in a newspaper.

A tremendous amount of salary information had be acquired for free. Here is a good example for a Colorado county sheriff's salary: <https://www.salary.com/research/salary/benchmark/sheriff-police-chief-salary/co>

As a county employee I am constantly being told by leadership that "Weld County cannot afford to pay competitive market wages. But the stability offered by county employment should offset the loss".

I find it curious that the typical Weld employee makes a good bit **less** than comparable positions, but the leadership (elected, director and deputy director) positions all make substantially **more** than comparable positions.

As the County Council it is your duty "to review all aspects of County government". Compensation for the elected officials, county employees and the county's financial practices certainly fall within your purview.

Thank you,

Mike Iannuzzi
Systems Engineering Supervisor
Operational Technology Division
Facilities Department

Weld County Government
1105 H Street, Greeley, CO. 80631
970.400.2031 office
970.381.7246 mobile

Miannuzzi@weldgov.com

Linda Kane

From: Tiffany French <tiffanyfrench89@gmail.com>
Sent: Saturday, September 3, 2022 6:23 AM
To: County Council
Subject: Rise in wages for government officials

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I don't know how anyone in their right mind with a people's median income of 75k can take a 55% increase in pay. They're also knowing eachothers incomes, usually looked down upon in working environments. The people weren't proposed a 55% increase why should government officials when the streets aren't any safer, homeless is still rampant, and the government is corrupted as a whole. Give the working class a raise, put the people first! No on 55% raises for the government employees.

Linda Kane

From: M Martinez <lotus2050@msn.com>
Sent: Monday, August 22, 2022 8:56 PM
To: County Council
Subject: salaries

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

There is **NO WAY** to even consider raises of that magnitude when the rest of the world is struggling to make ends meet, at best you should not consider anything over what the state statue is considering at best, The county employees have to pay \$800 plus for family insurance plans, if so much money is available pay more of the insurance for the employees. The employees or retirees aren't getting a 50% raise in their take home pay. Seriously reconsider this **CRAZY** idea.

Margie Martinez
970 301 3313

Linda Kane

From: Charlie Cady <ccady1@hotmail.com>
Sent: Friday, August 19, 2022 9:05 AM
To: County Council
Subject: Wage increases

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

As a citizen of weld county I was appalled at the amount of increase in wages being proposed. With the Beijing biden inflation we as citizens understand that we all could use a wage increase but the amount being proposed is way more than what we as citizens can call afford in this Beijing biden era. Thanks for your time.

Sent from my iPhone

Linda Kane

From: COLOVALDES@msn.com
Sent: Saturday, August 20, 2022 9:05 AM
To: County Council
Subject: Weld County Elected Officials Salaries Discussion

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Weld County Council Members,

I was surprised by the salary increases presumably being considered by the council for elected officials in Weld County. An average of ~ 50% increase for salaries of the commissioners, sheriff, assessors, and county clerk seems unjustifiable when considering the statutory salary structure for non-rule counties in Colorado for these positions. Counties in which the cost of living is even higher than Weld. Please note that consideration of a salary increase itself is not the concern but rather the magnitude of the increases considering the tenuous state of oil and gas revenues for Weld County in the future and the current state of the economy. Further, these increases do not include the cost of benefits.

I am requesting that the council consider salary increases that are within a reasonable range, (10% - 20%) when compared with other counties in Colorado and the current and projected state of the counties' economy. Once salaries are increased to the level being considered, they will become the benchmark and not retractable. Please note that the county is blessed with competent individuals in these positions. It would be unfortunate to lose them, but whether they could garner such salaries outside of the county can be questioned. Further, I am certain that any openings in these positions would be attractive to other competent individuals.

Best Regards,

Jose J Valdes
Windsor, CO

Dr. Jose J Valdes Ph.D.

Linda Kane

From: Jason Graber <jgrab@bodaninc.com>
Sent: Monday, September 19, 2022 6:57 AM
To: County Council
Subject: Pay increases.

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Weld County Council,

These pay raises are outrageous. Please stop this. 46-52% increase is insane this does not happen in the private sector. There is no reason for this to happen in the public

Proposed Pay Increases for Weld County Top Positions				
OFFICE	Current Pay	Proposed Pay	Pay Increase	Percentage Increase
Sheriff	\$160,000	\$250,000	\$90,000	56.25%
Clerk & Recorder	\$120,000	\$185,000	\$65,000	54.17%
Assessor	\$120,000	\$175,000	\$55,000	45.83%
Board of Commissioners	\$105,000	\$160,000	\$55,000	52.38%

How to express your opinion on these proposed pay increases?
Public comments at the Weld County Council meeting - September 19th at 6:30 pm
Send an email to: countycouncil@weldgov.com
Call the Weld County Council Secretary: (970) 400-4780

sector.

Thanks,

Jason Graber
Greeley, CO
720.308.3000

Linda Kane

From: Connie Koppes <cskoppes@yahoo.com>
Sent: Sunday, September 18, 2022 12:31 PM
To: County Council
Subject: Proposed raises for elected officials

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Weld County Council Members:

I'm corresponding with you to **SUPPORT** the proposed raises for Weld County Sheriff, Steve Reams and Weld County Clerk and Recorder, Carly Koppes, specifically. To disclose, I am Carly's proud mother. I want to note I'm not objecting to the proposed raises for commissioners and assessor, but I feel more strongly about the Sheriff and Clerk.

There have been many comments that these suggested raises stem from greed. This could not be further from the truth. We ALL are suffering from inflation. We ALL have seen gas prices rise, food prices rise, etc. Elected officials are not immune to inflation. The very fact they have not received any kind of increase in FOUR (4) years negates the greed factor.

The word that comes to mind for me is **VALUE!** I hope you understand and see the VALUE Steve Reams and Carly Koppes bring to their respective positions. Enough to pass the proposed raises is my hope.

Hard working = VALUE = Theirs is not an 8-5 job, but more like 24/7. Neither back down or shy away from their job demands.

Dedicated = VALUE = It would be hard to find two people more dedicated to their jobs and service to the community.

Strong = VALUE = With the current hostile environment they face every day, they have the strength to stand strong and do what's right for Weld County. NOTE: Carly has received many threats, including death threats!

Honesty = VALUE = Public can always count on true and honest information.

Transparency = VALUE = Questions and concerns are welcome and addressed. This is a big part of their jobs. They both recognize the importance of being transparent and do not shy away from it.

Integrity = VALUE = Both have the quality of being honest and having strong moral principles.

Respect = VALUE = Both have great respect and love for Weld County and its residents. In turn, both are highly respected elected officials. Both are recognized and respected throughout weld county, the state of Colorado and nationally. Both have received awards for their dedication, strength and efforts from all three (county, state and nation). They show respect and have earned respect.

Accessibility = VALUE = Steve and Carly are the "face of Weld County". Not only are they accessible during work hours but also off work hours. As mentioned before, theirs is not an 8-5 job, but 24/7. It's not surprising to see them at various functions, social events, invited guests on radio and TV sharing their expertise. They go out to schools and clubs to share information and educate. They both do this year round, not just during election years. Ask and they will make every effort to be there.

Job Knowledge = VALUE = Both have deep understanding of their jobs and duties. Both were long term employees of weld county before seeking their elected positions. They both keep up with current and ever changing legislation, both know all the job details of their departments. Note: Carly worked in all three departments before being elected, so she has extensive knowledge of what it takes to do the job. Steve also worked a lot of various sections of the jail, gaining him great insight to the job.

Legislation = VALUE = Both of them are involved in legislation. They keep themselves well versed in this area so they can fight for what's right for weld county.

Management = VALUE = Carly is directly responsible for three departments; Motor Vehicle, Recording and Elections. Steve manages all aspects of the jail. This not only includes daily issues, but also personnel, including hiring, (unfortunately) firing, wages, yearly reviews, etc. Both are very effective in their management skills.

Tech Savvy = VALUE = Carly refers to herself as a tech and elections "geek". It's so important to keep up with all the new and improved technology. Both her and Steve have made substantial changes in their offices to keep up with all these advances.

Customer Service = VALUE = I know Steve is strong in this area, but I am only referencing Carly here. Since taking office she has implemented over 300 changes and improvements to better aid in customer service. She brought kiosks to areas outside of the office, has improved and added online services so residents don't need to go into the office. There are way too many improvements to list, but I'm sure Carly would be happy to provide the information. I can tell you the last time I was in Motor Vehicle to renew my tags, I was in and out in 12 minutes! I personally receive compliments all the time about the wonderful job Carly is doing. Carly, as well as Steve, is serving weld county well and the residents are acknowledging that.

Finally, I do apologize for the length of this e-mail, but it's so important you recognize the VALUE they bring to weld county and their jobs so that you will vote to pass the proposed raises they so well have earned!!

With respect,

Connie Koppes

Sent from Mail for Windo=

Linda Kane

From: Jerene Underwood <jereneu@outlook.com>
Sent: Sunday, September 18, 2022 9:39 AM
To: County Council
Subject: Proposed raises

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear WC council members:

I am writing to express my complete SUPPORT for the proposed raises for the elected officials - especially for the Sheriff and Clerk and Recorder.

Respectfully,

Jerene Underwood

Linda Kane

From: Joe Koppes <1025palladin@gmail.com>
Sent: Monday, September 19, 2022 10:30 AM
To: County Council
Subject: Elected officials salary

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Honorable County Council;

I am in favor of the proposed salary increase for our elected officials. It is imperative to ensure we have a continuous high quality pool of future candidates. Competitive market forces are always on the lookout for the brightest. Our current Sheriff and Clerk and Recorder have garnered national accolades. They remain highly sought after from national leaders in solving national issues while keeping Weld County operations in tip top conditions. Our Assessor has recently been awarded the state's top assessor award. Their attention to the quality management afforded by them has kept this county protected from the multi-million dollar lawsuits we are seeing from other counties malfeasance and incompetence we are currently seeing in this state and across the nation. This is the standard we need to keep.

Future office holders need to be of the highest quality. Compensation is a strong consideration for the best talent. We have several unelected department managers with less liability and with much higher compensation packages than our electeds. And their efforts of quality are noticeable resulting in headhunters vying for their services. Let's not allow our candidate pool quality to deteriorate. I again encourage a yes vote on the proposed salaries.

Respectfully, Joseph Koppes

Linda Kane

From: Janet Lennox <janet.l.lennox@gmail.com>
Sent: Monday, September 12, 2022 3:32 PM
To: County Council
Subject: Public Comment

Follow Up Flag: Follow up
Flag Status: Flagged

Caution: This email originated from outside of Weld County Government. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Reference: Raises for Elected Officials

Proposed Raises for the the Assessor, Clerk and Recorder, Sheriff, and Commissioners range between 45.8 and 56%.

I oppose the raises. The proposed amounts are excessive and unwarranted. I would accept annual performance increases for the officials ranging between five and ten percent but no higher.

I ask that my comments be entered into the record at the next meeting in September, as well as sharing my comments with the Commissioners.

Regards,

Janet Lennox

Dear Weld County commissioners,

I am writing to make public comment regarding the compensation raises currently proposed by Weld County for County Clerk, Assessor, Commissioners and Sheriff.

I believe that raises are indeed deserved for the roles identified; however, I find the proposed raises to be excessive.

Please see the analysis I have included in my email. Proposed compensation raise for the Clerk is 54.2%; Assessor 45.8%; Commissioners 52.4%; Sheriff 56.3%

Given the rate of inflation from 2019 through August, 2022 the total compensation rates for these positions should not exceed 20.2% (source: Inflation rates from United States Annual Inflation Rates (2012 to 2022))

Considering the 2018 Salaries for County Officers (Pursuant to CRS 30-2-102) and following similar logic, the proposed increases are excessive. Proposed compensation raise for Clerk is 53.5%; Assessor 45.2%; Commissioners 32.8%; Sheriff 63.0%.

I urge the commissioners to reconsider the proposed increases to ensure they are reasonable and within Colorado salaries for County Officers.

Sincerely,
Pauline Migliore
Johnstown

Year	Inflation rate	Clerk	Assessor	Commissioners	Sheriff
	Current compensation	120,000	105,000	160,000	
2019	2.3%	122,760	107,415	163,680	
2020	1.4%	124,479	108,919	165,972	
2021	7.0%	133,192	116,543	177,590	
2022	8.3%	144,247	126,216	192,329	
August	Overall Increase from cumulative inflation rates	24,247	21,216	32,329	
	Overall % Increase from cumulative inflation rates	20.2%	20.2%	20.2%	20.2%
	Proposed compensation	185,000	160,000	250,000	
	Overall increase from cumulative inflation rates	40,753	33,784	57,671	
	Overall % increase from cumulative inflation rates	22.0%	17.6%	21.1%	23.1%
	Proposed increase from current compensation	65,000	55,000	90,000	

Proposed % increase from current compensation 54.2% 45.8% 52.4% 56.3%

Notes: Inflation rates from United States Annual Inflation Rates (2012 to 2022)

2018 Salaries for County Officers (Pursuant to CRS 30-2-102)

Source: https://leg.colorado.gov/sites/default/files/county_salary_2018.pdf

Year	Inflation rate	Clerk	Assessor	Commissioners	Sheriff
2018		120,485	120,485	120,485	153,332
2019	2.3%	123,256	123,256	123,256	156,859
2020	1.4%	124,982	124,982	124,982	159,055
2021	7.0%	133,730	133,730	133,730	170,188
2022	8.3%	144,830	144,830	144,830	184,314
Overall Increase from cumulative inflation rates		24,345	24,345	24,345	30,982
Overall % Increase from cumulative inflation rates		20.2%	20.2%	20.2%	20.2%
Proposed compensation		185,000	175,000	160,000	250,000
Overall increase from cumulative inflation rates		40,170	30,170	15,170	65,686
% increase		21.7%	17.2%	9.5%	26.3%
Proposed increase from current compensation		64,515	54,515	39,515	96,668

Proposed % increase from current compensation

53.5%

45.2%

32.8%

63.0%

ATTENDANCE LIST

NAME - PLEASE PRINT LEGIBLY	ADDRESS (CITY, STATE ZIP)	EMAIL	COUNTY OF RESIDENCE	SPEAKING (Y/N)?
Bob Gward	105 W WARD AVE	bbward@ststeelweld.com	weld	Y
SHERRIE REIF	301 FORESTER DR FOWNS	politics@reif.us	Weld	Y
DENNIS KROPPS	2803 24 ST GRENLEY	estkropps@ghw.com	WELD	N
Carly Kropp	30541 CR 74 Bingsdale	ckropps@weldgov.com	weld	
ROSE STASNE	235 Stone Movers & Storage	lsm@weldgov.com	weld	Y
STEVEN REYNOLDS	34380 CR 67 GILL CO 80624	stevens@weldco.weld.co.us	weld	N
SERGE VAN BERGE	12607 CR 76 DARTON CO 80605		weld	N
TAMI BREANT	DHS		weld	Y
JAMIE ULRICH	DHS		weld	
BETHY HALL	4274 W 14 th ST. DNDG	ghk@bleed.com		N
YANNA STARR	1800 Pennsylvania Blvd, Lakewood	thompson@weldgov.com	weld	Y
Matt Elbe	1625 70 th Ave Greeley CO 80634	m.elbe@comcast.net	weld	N
JOSEPH KOPPEL	28023 W. 24 th H. ST Greeley	1025fall@weldgov.com	WELD	N
LISA MAGLIT	49610 AMERDINE W 80545	lomaglit@weldgov.com	w	N
Brent Lambrecht	2521 Sage Ct Mendocino 50542	lambrecht@rentalweld.com	weld	N
Jill Satt	Gandy, CO	jsatte@weldgov.com	weld	N
GILBERT SMITH	P.O. Box 320 Ft. Collins	accoun@weldgov.com	weld	N
Brenda Jones	5368 CR 44, Johnson	bjones@weldgov.com	weld	N
Deanne Jochen	26742 CEDAR CIRCLE Greeley	djochen@weldgov.com	weld	N
Paul Kiskor	6681 Apache Rd		weld	Y
DAVID MASON	1951 28 th Ave	DavidMason@weldgov.com	weld	N

