


**MINUTES
WELD COUNTY COUNCIL
March 20, 2023**

The Weld County Council met in regular session in full conformity with the Weld County Home Rule Charter at 6:30 p.m., Monday, March 20, 2023, at the Weld County Administration Building, 1150 O Street, Greeley, CO.

ROLL CALL:

 The meeting was called to order by President James Welch. Councilmembers Cindy Beemer, Nancy Teksten and Elijah Hatch 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 Hatch and carried.

APPROVAL OF DOCUMENTATION:

Approval of February Minutes

Councilmember Beemer made a motion to approve the February minutes, seconded by Councilmember Hatch, and the motion carried.

REVIEW PROGRAM:

There will be no review program.

PUBLIC COMMENT:

There was no public comment.

OLD BUSINESS:

NEW BUSINESS:

Coordinator Reports/Councilman Reports

Councilmember Hatch spoke with Ryan Rose, Director of Finance and Administration, about presenting at the April meeting. Mr. Rose has a conflict and asked to reschedule.

Councilmember Teksten will reach out to Jason Chessher, Executive Director of the Weld County Department of Public Health & Environment.

Bills

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

- o Weld County Phone Bill for February \$25.15

Interview Candidates for District 1 Vacancy

Council decided interviews would last no longer than 20 minutes per candidate; each councilmember would ask two questions; and a third question would be asked as a tie-breaker.

Councilmember Teksten made a motion to accept this process, it was seconded by Councilmember Hatch and carried.

Interview questions

The following questions were asked to three candidates:

Why do you want to be a member of Council?

How do you view your role?

What would you hope to accomplish on Council?

What is your understanding of Weld being a home rule county?

What is your understanding of the role of council?

Who do you feel you will be representing?

What qualifies you as a candidate?

Candidate 1 was Trent Leisy of Windsor. Mr. Leisy said he's been involved several years with school boards and he enjoys serving the people. He sees councilmembers as a liaison between the county and constituents.

Mr. Leisy said he operates several small businesses and understands how government works and the role of a councilmember. He said he would feel more invested in the Council because it is an unpaid position.

The second candidate was Liz Heid of Eaton. She grew up in Weld County and has lived here almost her entire life. She said she applied for the District 1 vacancy because it's important to be part of the community in which you live.

She said one of the important roles of Council is to ensure transparency within the county, keeping the lines of communication open, and assisting with vacancies and salary-setting for elected officials.

The third candidate was Eric Beiser of Greeley. He has lived in Weld County since he was five and applied because he wants to give back. He said Council has the unique role of being an oversight committee which allows councilmembers to see what's going on in the county.

He said it's important for Council to maintain oversight of the charter, to be transparent with the public and ensure the county is functioning efficiently.

After scoring the candidates, there was a tie between Mr. Leisy and Ms. Heid. They were each asked follow-up questions:

What is the first item of business you'd like to see if appointed?

How do you maintain impartiality in the face of conflict?

What is the biggest pitfall of exercising your role as a councilmember?

How do you feel about reviewing and gathering information should a conflict arise?

After scoring Mr. Leisy and Ms. Heid, the position was offered to Mr. Leisy.

Councilmember Hatch made a motion to appoint Trent Leisy to the District 1 position, it was seconded by Councilmember Teksten and carried unanimously.
See Addendum 1 for more information.

ADJOURNMENT:

By acclamation, the meeting was adjourned at 7:51 p.m.

4/17/23

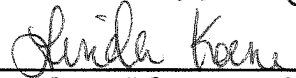
April 17, 2023

4-17-23



Council President, James Welch

VP Cindy Beemer



Council Secretary, Linda Kane

Elijah Hatch

Addendum 1

Interview Process for County Council Replacement Position

- Candidates will check in with Linda and draw for their place in the interview process.
- Candidates will be escorted to a meeting room and asked to surrender their phones until after their interview.
- Each Council member will prepare a small list of potential questions to ask the candidates. From discussion of these questions among the Council members, each member will decide on two questions that they will ask each candidate.
- The Council will agree upon a time limit for each candidate's questioning at Monday night's meeting.
- The Council will have to decide the process used to break a tie. Executive Session is NOT an option.
- When the Council has reached the point in the meeting under new business allowing for the interview process to begin, the candidate having drawn #1 will be escorted to the meeting and the podium.
- Each candidate will be asked two (2) questions by each County Council person beginning with the Council member to the far left of the President. T
- After all candidates have been interviewed, each Council member will rank the candidates. The scoring system will go from 1 to X with X being the total number of candidates interviewed. The score of X will be their first choice and 1 the last. For example, if 5 people are interviewed, the first choice will receive a 5, second a choice a 4 and so forth until the last choice receives a 1.
- Linda will use a roll call method to ask each Council member to provide their candidate ranking numbers.
- Linda will tally the numbers and provide the results.
- It is agreed that the candidate receiving the highest number will be selected to fill the vacancy. A motion and second must be made to officially welcome our new member to the Council.
- In case of a tie, the process previously decided upon will be used.

Items highlighted in yellow are action items to be decided before the interview process begins.

James Welch

March 20, 2023

April - switch to Public Health + Environment

Elijah 2 questions

Cindy

Nancy

James

Trent Leisy

- 1) Why do you want to serve.
- Wants to help be a leader
- 2) View role.
Leader between county and people
- 3) Accomplish
- Continue strong performance
- 4) Home rule
Decisions made by County Commissioners
- 5) Limited answer
- 6) Representing constituents of the county.
- 7) Qualifications
Run and operate many small businesses.
- 8) What are we looking for.

No agenda. Talk to us to see what the next plan is
Open to listen to both sides

James Welch

Elizabeth

- 1 Grew up Weld Had moved to New Mexico. Feels like should be a part of the county. Interested in the process.
- 2 Knew the 5 roles of Council. Wants to keep transparency.
- 3 Wants to keep transparency. Representing self + country well.
- 4 Home rule. Needed to reference notes. There is more local control.
- 5 County is for the people. State's Council represents commissioners. Make sure everyone is represented.
- 6 Wants to
- 7 Mayor Pro Tem in Eaton, Transportation board.
- 8

First item of business

Gather more information.
Open to learning.

Listen to all sides

James Wedd

Eric Besser

- 1 Wants to give back
- 2 Views it as an oversight
- 3 Wants to provide the oversight,
Commissioners being held accountable
- 4 It is the rule book
- 5 Vague answer
- 6 Represent diversity of District 1. Balance of ag + municipality
- 7 Has been a manager and ~~is~~ feels like can inspect

James Welch

Elizabeth	Eric	Trent	Trent
Trent	Elizabeth	Elizabeth	Elizabeth
Eric	Trent	Eric	Eric

Liz + Trent

Tie breaker

Nancy - Biggest pitfall of County Council person

Cindy How do you maintain impartiality in face of conflict

~~How~~ First thing you would like to address.

How do you

Tie Breaker

E1 5	E1 5	Tr 5	Tr 5	Liz 13
Tr 4	Tr 3	Liz 2	Liz 1	Tr 17

Nancy Tubster



3 Trent.

Serving people

Continuing Council Success

Lesson between the Board & People

Being a part of this amazing country

Decisions are made.

Provide services for people.

Constituents of the County ???

Qualifiers - love county

served on boards

understands the role of Board

team player

2 Ly.

Important to be part of the community I live in.

Transparency - lines of communication

Transparency & reps the County well

Local state doesn't have as much say

maintain roads - agric.

Representing your neighbors

Skills as mayor pro-tem

At-tari

Nancy Tekoten



What is the biggest pitfall of exercising
your role ^{could be} on the County Council ^{when}.

How do you maintain impartiality
in the face of conflict.

What is the first item of business you would
like to

#3. How do you feel about

2 Liz

Gather more information

No agenda

Non-impartial. Listen use all info

No one knows what the County Council

Do it go digging for information

5 Trust

No agenda - meet with us.

Good listener - Open + willing

~~Participate~~ Participate

Nancy Teksten

Eric Beiser

[REDACTED]
[REDACTED]
[REDACTED]

beisereric@yahoo.com

To the esteemed Councilmembers:

I would like to introduce myself and tell you a little bit about my passion for this great County we live in. I have been a Greeley resident since 1985 and went to school at Greeley Central High School and Aims Community College and graduated with my diploma and an Associates of Applied Science respectively. I can truly say that I am a product of Weld County. I have been working in Weld County since my first job as a Greeley Tribune delivery boy at the age of 12. I grew up in the Boy Scout program in Greeley as well as the many sports that were offered year round as well as been a member of the First Christian Church since 1995. I have been able to see all that this County has to offer in the last 35+ years of residency.

I believe, now more than ever, that the residents of Weld County ask of their public servants to provide transparency for their decisions and actions. The charge of the Weld County Council in the Weld County Home Rule Charter is to be the embodiment of accountability for the people that it represents. I believe that the Weld County Council may have one of the most important jobs in the County considering that it is not directly involved in the operation of the County but instead functions as an oversight committee to the Commissioners. I feel that it is the most essential role in our County government to allow transparency and allow the residents of this County to remain trustful of the Commissioners to be seen in all that they do.

I feel that I am qualified for the position based on my experience in management and work with personnel. I have been in management since I graduated high school in 1999 in some capacity ever since. I like to look at myself as a leader in every adventure I am a part of. Most recently, working for Occidental Petroleum Company in Platteville, I have been a part of our oil and gas community since 2011. In my experience in the oil and gas industry, we have been through ups and downs and most recently been questioned about our viability as an industry. Through out this rollercoaster ride I have learned to look deeper and deeper at the wasteful practices that have since been upgraded and replaced based on efficiency and use of technology. Since my start in the oil patch of Weld County I have seen a transformation unlike any other industry in the world. We, as an industry, have been able to transform our county into the safest and most environmentally sound basin in the country. That shows the pioneering spirit that is visible in all we do in Weld County.

Before working in the oil and gas industry, I worked in the retail sector at a local grocery store. I started this job as a teenager and continued through college and beyond until I met my beautiful wife and decided to start a family. The faces that I saw in this environment and was able to serve was a testament to the wonderful diversity this County has to offer. This experience gave me an understanding and appreciation for the Hispanic culture so prevalent and interwoven throughout our communities in Weld

County. I believe that that is what makes our economy so robust in Weld County is that we have a diverse workforce that is accented by our diverse opportunities. We have jobs that span from agriculture to industrial and from high-tech to commercial and a growing number of residents and hopes to provide for everyone.

My family has been a part of Weld County since my parents decided to move to the area following my father's retirement from the United States Army in 1985. My two brothers and I all attended District 6 schools and went to college from there. Growing up in Greeley gave me a firsthand account of the growth and growing pains experienced within Weld County. I met my wife, Dora, in Greeley, and we decided to start our family in this County based on the opportunities that were encompassed within our borders. My three children, Michael (16), Sarah (13), and Matthew (3) have given me a unique connection to the future of Weld County and what that means for my children and their families as we move down the path of growth and innovation that provides for generations to come.

Weld County has given my family more than we could have ever expected in our lives. I hope that through the Weld County Council, I can have an opportunity to give back to the County that has always provided for me and my family. I would like to thank the council for their consideration of me for this vacancy.

Regards,

Eric Beiser

EB

Eric Beiser

Oil and Gas Production | Operations Management/ Automation Specialist

Objective

Utilizing the skills and abilities attained through years of oil and gas experiences to create value for the employer and the employees around me.

Eric Beiser

1936 15th Ave

Greeley, Colorado 80631

(970)302-0531

beisereric@yahoo.com

Skills

-Proven record of 18+ years of personnel management.

-DOT medical card

-Safeland certified

-OSHA 10 certified

-Skilled in Excel, Word, and Outlook

Experience

Automation Specialist • Occidental Petroleum • 1/23 - Present

Currently on new commissioning team and responsible for starting new production facilities and setting up automation protocols for operation. Responsible for creating a system that automates production operations in regard to measurement, environmental controls, facility efficiency, and good neighbor policies that deal with the many stakeholders involved in oil and gas production.

Automation Tech • Method Flow, LLC • 8/21 - 1/23

Worked directly for Oxy commissioning account. Participated in multiple sites from start to finish including tagging, simulating, and testing of site. Setup PLC and HMI to comply with established engineering controls. Troubleshoot PLC, HMI, and RTU's to resolve process control, control network and instrumentation issues. Communicate with Oxy team members and third-party contractors to ensure planning efficiencies and delivery dates. Communicate with engineering group regarding design issues and redline documentation to ensure automation standards are met and efficient commissioning for future projects. Utilize P&ID's, C&E's, and wiring diagrams to ensure quality in commission of locations. Participate in various site upgrades including, gas lift installation and automation, blanket gas and eco-vapor automation, and cutover completion between Oxy and downline vendor.

Water Transfer Lead • Big Creek Resources • 8/20 - 8/21

Led a crew of 4-7 crew members in water transfer operations. Oversaw customer satisfaction, customer communication, following safety protocols, daily billing, and training of crew members for the team.

Nancy Tekster

March 2nd, 2023

Weld County Council


VIA EMAIL

Dear County Council Officers:

Please accept this letter as my application to be selected to fill the vacancy on the County Council for district 1. I was born and raised in Weld County and have been at my current address in the town of Eaton for 14 years making me eligible for the vacancy to be filled.

In 2016 I was appointed as Town of Eaton trustee to fill a two year term that had been vacated and have been elected for that position since. I served on the board of the Great Western Trail (an IGA that includes Windsor, Severance and Weld County) for six years.

As a trustee I was a honored to help start the Hometown Revitalization Committee to create economic development policy and implement a Downtown plan. My role on this board is to work with town members and staff as we navigate projects and add a special tax district. We have worked with the Colorado Department Of Transportation, the North Front Range Metropolitan Planing Organization and Department Of Local Affairs on grants to start implementing great changes in Eaton's downtown area!

This past year I was privileged to receive the role of Mayor Pro-Tem for the Town of Eaton. With this responsibility I was additionally tasked with a seat on NFRMPO. These meetings have given me the opportunity to work with other officials in both Weld and Larimer Counties on transportation and air quality issues that we face in Northern Colorado.

In addition to my public office roles, my husband and I run a video production and graphic design company, Big Creek Productions. We also serve our community with our non profit Hero Expeditions, taking veterans, first responders and children of the fallen on outdoor adventures. Thank you for considering me for the vacancy, I think I would make a great addition to the Weld County Council.

Sincerely,

Elizabeth Heid

Nancy T. Lester

Trent Lane Leisy

[REDACTED]
[REDACTED]
[REDACTED]

Email: gm3leisy@gmail.com

Objective

To utilize my skills to successfully build an existing and new seed business for an agriculture company looking to expand their business and opportunities. Ready to take the next step on a company wide scale to aggressive build a business that has a targeted approach to reach the grower. To build a seed business with a robust marketing campaign that understands the current market conditions. A seed business that is developed for what the grower needs while still maintaining probability for the company.

Experience

Owner/Operator

2022 – Present

FyreFox Media LLC, Windsor, Colorado

- Media company focused on growing pro-America brands through all social media platforms, Instagram, Facebook, Truth Social, Twitter, and TikTok.
- Creates and publishes media content for pro-America companies and individuals.
- Works with pro-America companies and individuals to help grow their social media presence.
- Works with pro-America companies and individuals to help sell merchandise.
- Acquires pro-America social media pages to further transcend the pro-America intonation.
- Reports on the accomplishments of pro-America politicians who support the America First agenda.
- Sets up, provides, and manages social media campaigns for political candidates.
- Attend and participate in pro-America conventions, meetings, or individual events.

Owner/Operator

2018 – Present

Northern Colorado Seeds LLC, Windsor, Colorado

- Transitioned sales region from Rob See Co to Northern Colorado Seeds LLC that consists of western Nebraska, western Kansas, Wyoming, Colorado, and New Mexico.
- Recruited and Hired 3 Sales Representatives to work within this region.
- Built a sales volume from zero bags to 10,000 bags in 3 years.
- Manage a pool of resource dollars for Sales Representatives to use to help drive down the cost of seed while staying within budget and increasing profitability.
- Develop a business plan each year that gives an in-depth direction to the company as to how Northern Colorado Seeds LLC will meet and exceed sales goals.
- Lead performance discussions twice a year with each sales representative that provides guidance in areas of improvement while recognizing outstanding performance.
- Quarterly work with the product team to forecast new and existing hybrids for the upcoming sales season.
- Lead sales meetings that update the sales team as to the current business.
- Work with the agronomist to organize and conduct agronomy training sessions throughout the year.
- Continually work with Sales Representatives to develop local marketing campaigns that have a targeted approach for brand awareness and to recruit new growers.

- Worked with Agronomy staff to provide in-depth training for Mycogen Seeds dealers to enhance their agronomy skills.

Sales Representative

2010 – 2013

Triumph Seed Company, Ralls, Texas

- Managed a sales territory for Triumph Seed Company that consisted of western Kansas, western Nebraska, Wyoming and Colorado.
- Built the Triumph Seed Brand from zero bags to 15,000 bags of corn in three years.
- Worked with 18 Triumph Seed Dealers and over 100 Triumph Seed customers.
- Maintained 95% customer retention year over year.
- Spent one day a week cold calling on new growers and potential Triumph dealers.
- Assisted Triumph dealers with customer meetings, providing the latest product information and training.
- Handled all customer concern calls with product performance.
- Worked with Triumph dealers on account settlements to ensure all seed and accounts receivables were accounted for.
- Worked with customer service to ship and return seed.
- Worked with marketing department on brand awareness to promote Triumph Seed, Triumph dealers, and new products and traits.
- Worked with Agronomy staff to provide in-depth training for Triumph Seed dealers to enhance their agronomy skills.

Warehouse Manager

2008 – 2010

Crop Production Services, Fort Morgan, Colorado

- Managed a full-service retail location for Crop Production Services.
- Managed all day to day functions within the warehouse to include, grower orders, fertilizer inventory, chemical inventory, seed inventory, receiving of new material, billing, accounts payable, personnel, equipment, and safety.
- Accounted for over \$50 million in inventory with a 100% audit record each month.
- Maintained a 100% safety record at this location.
- Worked with Sales Representatives from various agriculture companies to keep updated on their products, assist with product claims, and training for CPS Sales Representatives.
- Conducted monthly training outlined by the corporate safety department.
- Worked with Sales Representatives to ensure profitability on products sold to increase locations probability and monitoring the locations P & L monthly.
- Provided customer service to all walk-in business.
- Managed 26 location personnel.
- Lead performance discussions twice a year that provided guidance in areas of improvement while recognizing outstanding performance.

Procurement Assistant

2006 – 2008

United Agri Products, Greeley, Colorado

- Purchased chemicals for 24 states for United Agri Products.
- Worked with 38 locations with their purchase requests.
- Worked with all major agriculture chemical companies on purchase orders and deliveries.
- Worked with locations to help manage inventory to help with their P & L.
- Moved excess inventory to locations who needed the product.
- Worked with the Regional Controller to process high dollar inventory requests.
- Provided locations with excellent customer service by updating locations on purchase requests, delivery dates and shipping status.

- Influencing Outcomes
 - Leading Change
 - Negotiation Skills
 - Team Building
 - Time Management
- United States Navy 2001 - 2001
 Basic Training and Rating School
 Great Lakes, Illinois and Meridian, Mississippi

Awards

- United States Navy Achievement Medal
- Navy "E" Medal
- Good Conduct Medal
- National Defense Service Medal
- Armond Forces Expeditionary Medal
- Global War on Terrorism Expeditionary Medal
- Global War on Terrorism Service Medal
- Navy Sea Service Medal (2)

Achievements

- Operation Southern Watch
- Operation Iraqi Freedom
- Operation Enduring Freedom
- Operation Unified Assistance
- Earned the rank of E-5 in 3 ½ years
- Navy Sea Service Medal (2)

Leadership Positions

Club Leader, Harmony Hustler's 4-H Club

2006 – 2010

- Lead fundraiser events, social events, recruitment, and community service.
- Provide leadership activities for 50 4-hers and their families.
- Assist and volunteer with youth and parents on individual projects.

Board Secretary, Weld RE-4 Board of Education

2005 – 2009

- Worked with school district personnel, students, parents, taxpayers.
- Managed a yearly budget of approximately \$39 million to \$41 million depending on current School Finance Act passed by the state legislators and signed by the Governor.
- Participated in an effort to pass a \$47 million bond issue and a \$3.5 million override question in November of 2007 which has been used to open a new middle school, a new elementary school, a new addition on to an existing elementary school, an addition onto the bus garage as well as various other capital improvement projects.
- Attended monthly meetings on the state of the district, voted on policies and procedures, and listened to concerns of parents, students, school officials.
- Provided service on sub committees set up by the direction of the board which included the Long-Range Facility Task Force, the Immediate Needs Committee, the Bond Task Force Committee, the Delegation committee to Colorado Association of School Boards, and the Coalition for a Thorough & Uniform Colorado Public Education System.

Round 1

Cindy

- E) Why do you want to be a member of the Council?
- N) What is your understanding of the role of the Council?
County?
- C) What would you hope to accomplish as a member of the Council?
- E) How do you view your role?
- C) What is your understanding of Weld County being a home rule county?
- N) Who do you feel you'll be representing & why important?
- J) Do you have any questions for us?
- J) What are your qualifications?

			J	C	N	E
E	Ranking	3	L	E	T	T
C		2	T	L	L	L
N	1) Eric - 3 pts.	1	E	T	E	E
J	2) Liz - 2 pts.					
	3) Trent - 1 pts.					
			E-6	L-9	T-9	

Cindy

Trent

Why?

enjoy serving the people

View role?

liaison between the people & the county
listening to people, working

Accomplish?

part of council's great success, best county

Home Rule?

decisions made here by commissions

Understanding of role?

(asked of county, not council)

Who representing?

constituents of county & as part of board

Quals?

loves this county
runs & operates multiple small biz
past service on boards
loves being a team player

?s for us

what are we looking for (James answered)
(Elijah added on)

Cindy

she doesn't
— feel there's
any conflict
w/ her being Mayor Pro Tem & would abstain if
there was

Liz

Why?

Grew up here, important to be part of community
Bill Jerke inspired her at 1st caucus in early 90's

View role?

transparency, keeping public communication lines open,
vacancies & salaries transparency

Accomplish?

Transparency; open for everyone
Representing herself & board well

Home Rule?

Local has more local responsibility
State doesn't have as much say

Role of County?

supporting municipalities & overseeing big picture
for roads, ag, etc.

Who Reging?

District 2; these are the people you live with & have
an active relationship with

Quads?

Mayor Pro-Tem; she's grown personally & w/ her skills, MPO,
working relationships w/ others

20 For us?
Do we enjoy what we do? — we all answered

Cindy

Eric

Why?

lifelong resident (since 5), County has given him so much, felt it was time to give back

Role?

Accountability to Commissioners

see what's going on; call out problems; approve good work

Accomplish?

Provide oversight; necessary piece of puzzle
public seeing BOCC is accountable

Home Rule?

play book of how we run county

Role of County?

functioning efficiently

not leaving people behind

addressing multi-faceted issues

Who Rep'ing? Why Imp?

District 1 - northern wild & Greeley

rural & urban sectors

important to my everyone in the district

What Quals?

Long time management roles - in spec what you expect
Problem solving - why is there a problem? How can we improve it?

2, 3 for us?

None

Tie Breaker

Cindy

(N) 1) What is the biggest pitfall of exercising your role as a council member?

(C) 2) How do you maintain impartiality in the face of conflict?

(E) 3) First item of business you'd like to pursue

(J) 4) Reviewing & gathering info

<u>Pts</u>	<u>J</u>	<u>N</u>	<u>E</u>	
Trent - 3	4	5	5	17
Liz - 5	5	2	1	13

Tie Breaker - Liz

Cindy

3) First item of biz?

enjoyed HR presentation last month
gathering more information
learning more about presenters coming up
no agenda, just here to learn

2) Mom - impartiality

always 2 sides
helpful to listen & take both sides into
consideration
make decisions based on all info

1) Biggest pitfall?

education of community of what council does
explaining what we do & what we don't

4) Reviewing & Gathering

that's what we're here to do
sometimes its not our job to dig but to
take presented info.

Being impartial & transparent & fair in how
info is gathered

Cindy

Tie Breaker - Trent

3) First item of biz?
not coming with agenda; mtg w/ us - where are we at, what's coming up; learning role
Keep Wdd County great

2) impartiality?
try not to look at things through lens
listen to both sides
can't make decision as individual
always open to listen

1) Pit Fall?
becoming partisan

4) Review & Gather?
He does a lot of info gathering
It's a fact gatherer
Dive, research, investigate
Doesn't matter how much time it takes