# **WORK SESSION**

**MINUTES**

**WELD COUNTY COUNCIL**

**August 26, 2024**

The Weld County Council met for a special work session in full conformity with the Weld County Home Rule Charter at 6:30 p.m., Monday, August 26, 2024, at the Weld County Administration Building, 1150 0 Street, Greeley, CO.

**ROLL CALL:**

The meeting was called to order by President Nancy Teksten. Councilmembers Elijah Hatch, Cindy Beemer, James Welch and Trent Leisy were present, constituting a quorum of members. Also present was Council Secretary Linda Kane.

**DISCUSSION:**

**Setting Salaries for Elected Officials**

 Ms. Teksten gave a short summary of commissioner salaries stating they lacked compared to what the state sets. During Covid there was a freeze on salaries. When it came to next set salaries in 2022, commissioners stated they did not want and would not accept a salary increase.

 Currently, commissioners are paid $120,000 while the state set salaries for commissioners is $150,991. Ms. Teksten estimated commissioners are getting 19 percent less than benchmarks set by the state.

 Ms. Beemer said a lot of people have been focused in the past on the percentage increase. There was controversy in 2022 while trying to set commissioners salaries.

 Ms. Teksten said they need to consider how other elected officials are paid – at the levels set by the state.

 Ms. Beemer said executive fringe benefits need to be a factor in considering salaries. Regular employees have deductions for benefits while elected officials do not. However, they are taxed for the amount.

 Ms. Teksten said there is some precedent set in Colorado that elected officials don’t receive top dollar – there is a public service aspect to consider. She said the county exceeds state salary recommendations for other elected officials so the salary set by the state for commissioners is a good place to start considerations.

 Ms. Beemer pointed out that another difficulty in setting salaries for commissioners is the time frame – in 2024, the Council will set the salaries for 2027 and 2028. It’s hard to gauge where the economy will be in the future, she said.

 Ms. Beemer said the salaries should be set to attract good people, but not set so high that it attracts the wrong people. Where do we find that middle ground, she asked.

 Mr. Leisy said that going over the state’s salary recommendations would be “over the top.”

 Council discussed how they could justify setting salaries over the state levels for other elected officials and not for commissioners.

 Mr. Welch said he’s gun-shy of setting commissioner salaries at the state level because it will be a significant jump.

 Ms. Teksten said she wouldn’t be opposed to a 30 percent raise to put commissioners at $156,000.

 

 Mr. Welch said he would like to see commissioner salaries closer to the state-set salaries.



 Council discussed setting commissioner salaries in the $150-$155,000 range. They also discussed how to get proper information to the public.

 “We’re sitting here with all the data, but we have to consider what the public perception will be when taxpayers are struggling to buy groceries,” Beemer said.

 Council discussed ways to provide information to the public and considered posting information to the county’s web site and sending out news releases. They also considered having printed information available at it’s next regularly scheduled meeting set for September 16.

 For more information, please see **Addendum 1.**

**ADJOURNMENT:**

By acclamation, the meeting was adjourned at 7:56 p.m.

September 16, 2024 Council President, Nancy Teksten

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Council Secretary, Linda Kane