

DIRECTOR
Stacie Kwitek-Russell
Phone: (719) 275-2318
Fax: (719) 275-5206

FREMONT COUNTY

Department of Human Services

172 Justice Center Road
Canon City, Colorado 81212

COUNTY BOARD
Tim Payne Dist. 1
Debbie Bell Dist. 2
Dwayne McFall Dist. 3

FREMONT COUNTY BOARD OF HUMAN SERVICES MEETING

to be held at the
FREMONT COUNTY ADMINISTRATION BUILDING
615 Macon, Conference Room # 208
Canon City, CO 81212

November 26, 2019 2:00 p.m.

- I. Roll Call
- II. Approval of Minutes of the October 29, 2019 Meeting
- III. Approval of the Agenda
- IV. Approval of Financial & Caseload Reports
- V. Director's Report
- VI. Old Business
- VII. New Business
 - A. December's Mid-Month Meeting
 - B. 2020 County Merit Letter

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October 29, 2019
2019 MEETING #10

The Fremont County Board of Human Services (BOHS) met in Regular Session Tuesday, October 29, 2019, in Conference Room 208 at the Fremont County Administration Building, 615 Macon, Cañon City, Colorado. Chairman Payne called the meeting to order at 2:00 p.m. Those present included:

Tim Payne	Chairman	Present
Dwayne McFall	Chairman Pro Tem	Present
Debbie Bell	Treasurer	Absent

Also present: Brenda Jackson, Fremont County Attorney, Sunny Bryant, Fremont County Manager, Stacie Kwitek-Russell, Director, Department of Human Services (DHS) and Kimberly Grondahl, DHS.

MINUTES: Board Member McFall moved, duly seconded by Board Member Payne, to accept the minutes of the September 24, 2019 meeting with no additions or deletions. Upon vote: Board Member McFall, aye; Board Member Payne, aye. The motion carried.

AGENDA: There were no additions or corrections to the agenda requested. Board Member McFall moved, duly seconded by Board Member Payne, to approve the October 29, 2019 meeting agenda. Upon vote: Board Member McFall, aye; Board Member Payne, aye. The motion carried.

FINANCIAL/CASELOAD REPORT: Following review and discussion of the financial and caseload reports, Board Member Payne moved, duly seconded by Board Member McFall to accept the September financial and caseload reports. Upon vote: Board Member McFall, aye; Board Member Payne, aye. The motion carried.

DIRECTOR'S REPORT: Stacie Kwitek-Russell provided the Board with a written report listing several meetings she attended during the past month and areas of interest she is focusing on within the community; as well as provided an update on various projects and current activities occurring at the Department. One exciting event that happened this month was the Family Treatment Drug Court team hit a milestone by having its 100th family join the program. Statistical data shows the program decreases termination of parental rights by 40%.

After a full discussion, Board Member McFall moved, duly seconded by Board Member Payne, to accept the monthly report. Upon vote: Board Member McFall, aye; Board Member Payne, aye. The motion carried.

OLD BUSINESS:

A final decision was made regarding legal representation to post for a full-time additional attorney and that Mr. Larsen's contract will remain unchanged.

NEW BUSINESS:

Stacie Kwitek-Russell attended the Built For Zero (BFZ) learning session in Denver with other Fremont County community representatives and provided details of what BFZ is as well as how it will be utilized in the future to help homelessness. BFZ is a model being utilized throughout the nation and its purpose is to strategically address homelessness specifically for veterans and individuals that meet the criteria to be considered "chronic." She said the goal is to be at functional zero, and much larger communities are successful. Gaps were identified in areas that need to be addressed in our County. One thing that will be started is case conferencing as well as more wrap around services being performed. For example, not only provide a housing voucher but also provide assistance to help individuals find a home. There is a grant that UAACOG is applying for that would cover the salary and benefits for a Housing Navigator to help with these services. In the event UAACOG isn't able to be the

grantee, Stacie would like the Department to apply for it. After attending the work session, she said there is renewed hope and enthusiasm to reduce homelessness in Fremont County.

With there being no other business to discuss, the meeting adjourned at 2:21 p.m.



Chairman, Fremont County Board of Human Services

11/26/2019

Date



Secretary

11/26/2019

Date

STATE OF COLORADO
COUNTY OF FREMONT

ATHORIZATIONS AND PAYMENTS MADE BY FREMONT COUNTY DEPARTMENT OF HUMAN SERVICES

ELECTRONIC BENEFIT TRANSACTIONS FOR OCTOBER 2019
\$ 1,271,649.06

WARRANTS ISSUED OCTOBER 30, 2019 THROUGH NOVEMBER 20, 2019

10/30/2019	258,730.47
11/6/2019	31,245.98
11/13/2019	252,964.50
11/20/2019	27,283.85
Total	\$570,224.80

I, STACIE KWITEK-RUSSELL, Director of the Department of Human Services, of Fremont County, Colorado, hereby certify that the payments as set forth herein as of this date have been approved and authorized to be issued through the EBT system or warrant.

11/26/2019
Date


Stacie Kwitek-Russell, Director

We the undersigned Fremont County Board of Commissioners acting in the capacity of Fremont County Board of Human Services do hereby certify the above EBT authorizations and ratify the warrants issued, having been properly certified by the Director of Fremont County Department of Human Services according to law, are approved for payment. Done this 26th day of November, 2019.


Chairman Payne


Commissioner Bell


Commissioner McFall

**Fremont County Department of Human Services
October 2019 EBT Issuance & Caseload Information**

EBT Issuance	Amount Issued	YTD AVG	Caseload Count	YTD AVG
TANF	\$94,723.56	\$103,607.53	251	284
AND	\$32,268.17	\$33,679.82	137	140
OAP	\$73,192.77	\$76,121.49	272	279
Child Care	\$77,408.90	\$65,475.36	120	116
LEAP	\$0.00	\$48,711.79	0	271
Food Assistance	\$778,367.00	\$781,585.94	3615	3638
OOH Placements	\$183,983.86	\$211,326.97	167	183
CORE	\$31,704.80	\$28,798.18	181	162
Case Services	\$0.00	\$1,251.50	0	1
Total EBT Issuance:	\$1,271,649.06	\$1,350,558.57		
Medicaid Transportation	\$13,519.80	\$12,226.50	0	75

Child Welfare Intake Referrals:	
Total Referrals	103
Screened In	42
% Screened In	40.78%

APS:	
Total Referrals:	31
Screened in	10
% Screened in	32%
Open cases with Legal Authority	7
Open cases w/o Legal Authority	23
Total Ongoing Cases	30

SEP/OLTC:	
Pending	368
Total Caseload	41

Check Report

Fremont County, CO Human Services

By Check Number

Date Range: 10/29/2019 - 11/20/2019

Vendor DBA Name	Payment Date	Payment Amount	Number
Medicaid Transportation	11/07/2019	-19.68	177959
Medicaid Transportation	11/07/2019	-9.02	178101
Client Services	11/07/2019	-25.00	178163
Medicaid Transportation	11/07/2019	-9.02	178274
Medicaid Transportation	11/01/2019	126.59	178335
Medicaid Transportation	11/07/2019	-126.69	178335
The Giving Tree Child Care Center & Preschool	11/07/2019	-35.00	178405
Medicaid Transportation	11/01/2019	41.82	178408
Medicaid Transportation	11/07/2019	-41.82	178408
Client Services	11/07/2019	-25.00	178516
Black Hills Energy	10/30/2019	3,244.45	179083
Fremont County BOCC	10/30/2019	244,871.47	179084
Offerson Toner	10/30/2019	1,666.82	179085
Office Depot	10/30/2019	88.64	179086
SECOM, INC.	10/30/2019	918.09	179087
Social Security Administration	10/30/2019	2,313.00	179088
Social Security Administration	10/30/2019	3,315.00	179089
Social Security Administration	10/30/2019	2,313.00	179090
Card Services	11/06/2019	1,404.57	179091
City of Cañon City	11/06/2019	1,405.07	179092
Crowley County Sheriff's Office	11/06/2019	41.50	179093
Denver County DHS	11/06/2019	720.05	179094
Douglas County	11/06/2019	50.00	179095
El Paso County Sheriff	11/06/2019	24.35	179096
Fed Ex	11/06/2019	46.40	179097
Fremont County BOCC	11/06/2019	1,778.25	179098
Fremont County Sheriff's Office	11/06/2019	44.63	179099
Fremont Sanitation District	11/06/2019	1,341.86	179100
Gobins, Inc.	11/06/2019	1,494.37	179101
In & Out Conoco	11/06/2019	2,715.44	179102
Master Printers	11/06/2019	102.51	179103
Offerson Toner	11/06/2019	16.97	179104
Office Depot	11/06/2019	4.02	179105
Polk County Sheriff	11/06/2019	80.00	179106
RE-1 School District	11/06/2019	17,318.07	179107
Southern Colorado Process Serving, LLC	11/06/2019	110.60	179108
Springbok Health Inc.	11/06/2019	56.29	179109
Teller County DHS	11/06/2019	20.00	179110
Verizon	11/06/2019	184.34	179111
Verizon Wireless	11/06/2019	2,286.69	179112
Atmos Energy	11/14/2019	392.09	179113
Business Solutions Leasing	11/14/2019	1,542.53	179114
Colorado Bureau of Investigations	11/14/2019	324.50	179115
Dee's Pace	11/14/2019	93.39	179116
WEX Bank	11/14/2019	706.13	179117
Fremont County BOCC	11/14/2019	242,607.93	179118
Fremont County Sheriff's Office	11/14/2019	6,420.00	179119
Gobins, Inc.	11/14/2019	124.00	179120
King Soopers Customer Charges	11/14/2019	63.29	179121
Office Depot	11/14/2019	87.16	179122
Otero County Sheriff's Office	11/14/2019	54.48	179123
Steven C. Zentz, Attorney at Law	11/14/2019	549.00	179124
Amsterdam Printing & Litho	11/20/2019	222.09	179125
Starpoint	11/20/2019	3,466.13	179126
Reserve Account	11/20/2019	1,501.50	179127
Rocky Mountain Behavioral Health, Inc.	11/20/2019	520.00	179128
Medicaid Transportation	11/20/2019	46.20	179129
Medicaid Transportation	11/20/2019	51.04	179130
Medicaid Transportation	11/20/2019	36.08	179131
Medicaid Transportation	11/20/2019	219.56	179132
Medicaid Transportation	11/20/2019	44.00	179133

Vendor DBA Name	Payment Date	Payment Amount	Number
Medicaid Transportation	11/20/2019	148.72	179134
Medicaid Transportation	11/20/2019	364.16	179135
Medicaid Transportation	11/20/2019	408.32	179136
Medicaid Transportation	11/20/2019	331.32	179137
Medicaid Transportation	11/20/2019	90.64	179138
Medicaid Transportation	11/20/2019	44.44	179139
Medicaid Transportation	11/20/2019	238.92	179140
Medicaid Transportation	11/20/2019	258.72	179141
Medicaid Transportation	11/20/2019	2.64	179142
Medicaid Transportation	11/20/2019	693.00	179143
Medicaid Transportation	11/20/2019	220.00	179144
Medicaid Transportation	11/20/2019	104.28	179145
Medicaid Transportation	11/20/2019	524.04	179146
Medicaid Transportation	11/20/2019	171.16	179147
Medicaid Transportation	11/20/2019	224.40	179148
Medicaid Transportation	11/20/2019	562.32	179149
Medicaid Transportation	11/20/2019	100.32	179150
Medicaid Transportation	11/20/2019	242.00	179151
Medicaid Transportation	11/20/2019	726.00	179152
Medicaid Transportation	11/20/2019	55.00	179153
Medicaid Transportation	11/20/2019	35.67	179154
Medicaid Transportation	11/20/2019	781.44	179155
Medicaid Transportation	11/20/2019	848.76	179156
Medicaid Transportation	11/20/2019	63.55	179157
Medicaid Transportation	11/20/2019	61.60	179158
Medicaid Transportation	11/20/2019	72.16	179159
Medicaid Transportation	11/20/2019	115.28	179160
Medicaid Transportation	11/20/2019	924.00	179161
Medicaid Transportation	11/20/2019	31.24	179162
Medicaid Transportation	11/20/2019	347.16	179163
Medicaid Transportation	11/20/2019	40.48	179164
Medicaid Transportation	11/20/2019	8.80	179165
Medicaid Transportation	11/20/2019	57.36	179166
Medicaid Transportation	11/20/2019	92.62	179167
Medicaid Transportation	11/20/2019	84.04	179168
Medicaid Transportation	11/20/2019	297.96	179169
Medicaid Transportation	11/20/2019	93.28	179170
Medicaid Transportation	11/20/2019	32.12	179171
Medicaid Transportation	11/20/2019	18.48	179172
Medicaid Transportation	11/20/2019	102.96	179173
Medicaid Transportation	11/20/2019	287.76	179174
Medicaid Transportation	11/20/2019	213.84	179175
Medicaid Transportation	11/20/2019	71.28	179176
Medicaid Transportation	11/20/2019	643.28	179177
Medicaid Transportation	11/20/2019	30.36	179178
Medicaid Transportation	11/20/2019	111.32	179179
Medicaid Transportation	11/20/2019	120.56	179180
Medicaid Transportation	11/20/2019	242.44	179181
Medicaid Transportation	11/20/2019	186.56	179182
Medicaid Transportation	11/20/2019	134.64	179183
Medicaid Transportation	11/20/2019	100.32	179184
Medicaid Transportation	11/20/2019	102.08	179185
Medicaid Transportation	11/20/2019	36.08	179186
Senior Services Solutions Plus	11/20/2019	971.08	179187
Medicaid Transportation	11/20/2019	49.72	179188
Medicaid Transportation	11/20/2019	8.80	179189
Medicaid Transportation	11/20/2019	68.64	179190
Medicaid Transportation	11/20/2019	37.40	179191
Medicaid Transportation	11/20/2019	113.08	179192
Medicaid Transportation	11/20/2019	13.20	179193
Medicaid Transportation	11/20/2019	433.40	179194
Medicaid Transportation	11/20/2019	171.60	179195
Medicaid Transportation	11/20/2019	14.96	179196
Medicaid Transportation	11/20/2019	598.40	179197
Medicaid Transportation	11/20/2019	36.96	179198
Medicaid Transportation	11/20/2019	109.71	179199

Vendor DBA Name	Payment Date	Payment Amount	Number
Medicaid Transportation	11/20/2019	39.16	179200
Medicaid Transportation	11/20/2019	1,121.80	179201
Medicaid Transportation	11/20/2019	856.68	179202
Medicaid Transportation	11/20/2019	273.24	179203
Sherry Anderson	11/20/2019	23.20	179204
Lacey Arroyo	11/20/2019	101.85	179205
Braun, Stephani	11/20/2019	64.90	179206
Kristine Brown	11/20/2019	142.50	179207
Kora Burrell	11/20/2019	166.45	179208
Kaylee Caudill	11/20/2019	239.00	179209
Logan Crumley	11/20/2019	36.50	179210
Kristi Degarmo	11/20/2019	47.70	179211
Alexis Enslow	11/20/2019	186.72	179212
Grace Flynn	11/20/2019	266.85	179213
Teresa R. Flynn	11/20/2019	240.00	179214
Garrett, Sarah	11/20/2019	272.95	179215
Gunter, Jordan	11/20/2019	181.00	179216
Mary Tina Gurule	11/20/2019	179.80	179217
Heller, Ryan	11/20/2019	105.00	179218
Melanie Herold	11/20/2019	60.00	179219
Anna Kehl	11/20/2019	64.65	179220
Stacie Kwitek-Russell	11/20/2019	224.52	179221
Corinna Lemay	11/20/2019	119.31	179222
Christen LoPresti	11/20/2019	233.25	179223
Amy Maroni	11/20/2019	144.55	179224
Janell Miller	11/20/2019	332.82	179225
Lynne Monahan	11/20/2019	118.10	179226
Angela Near	11/20/2019	20.30	179227
Kara Reichert	11/20/2019	57.58	179228
Michelle Short	11/20/2019	17.50	179229
Natasha Sparks	11/20/2019	242.00	179230
Rebecca Tamez	11/20/2019	243.30	179231
Kim Tauber	11/20/2019	55.00	179232
Amanda Whitt	11/20/2019	31.00	179233
Molly Willard	11/20/2019	106.78	179234
Kendyl Yates	11/20/2019	34.46	179235

Bank Code APBNK-HS Summary

Payment Type	Payable	Payment	Payment
Regular Checks	206	153.00	570,224.80
Manual Checks	0	0.00	0
Voided Checks	0	8.00	-291.23
Bank Drafts	2	2.00	168.41
EFT's	0	0.00	0
	208	163.00	570,101.98

Summary Budget Report

Fremont County, CO Human Services

Account Summary

For Fiscal: 2019 Period Ending: 10/31/2019

	2019 Budget	October Activity	YTD Activity	% Remaining
Revenue				
Current Property Taxes	1,186,840.00	3,360.01	1,161,950.86	2.10%
Delinquent Taxes	1,500.00	420.11	2,316.06	54.40%
Specific Ownership Tax	175,000.00	16,475.92	167,877.13	4.07%
Other Financing Sources	80,000.00	2,283.56	37,670.75	52.91%
Interest & Penalties	1,000.00	281.23	3,026.73	202.67%
Admin/Program Revenue	6,814,224.00	427,628.18	5,497,055.04	19.33%
Child Welfare Donation	2,000.00	0.00	616.01	69.20%
Deferred Revenue	428,789.00	32,867.39	299,465.48	30.16%
Revenue Total:	8,689,353.00	483,316.40	6,008,027.20	17.49%
Expense				
Salary Expense	5,052,998.00	575,636.37	4,038,118.06	20.08%
Health Insurance	1,019,654.00	112,096.47	782,348.38	23.27%
Life Insurance	5,663.00	490.75	3,452.32	39.04%
Medicare	84,846.00	7,948.66	58,268.94	31.32%
Retirement	151,619.00	12,836.53	93,088.74	38.60%
Social Security	315,384.00	32,321.35	234,857.17	25.53%
Unemployment	16,874.00	1,557.87	11,349.03	32.74%
Workers Compensation	59,907.00	5,827.62	37,797.47	36.91%
RMS	-15,259.00	0.00	0.00	13.21%
Contract Services	266,000.00	18,757.17	161,730.58	39.20%
Title XX	900.00	0.00	0.00	100.00%
Tanf Admin Tuition	250.00	0.00	0.00	100.00%
Utilities	97,550.00	7,384.49	72,956.88	25.21%
Maintenance Grounds	0.00	0.00	9,600.00	0.00%
Building Maintenance	7,000.00	65.00	9,648.21	-37.83%
Equipment Maintenance	40,250.00	1,430.06	33,659.45	16.37%
Equipment Rental	21,150.00	1,542.53	14,897.12	29.56%
Building Lease	0.00	1,778.25	28,452.00	0.00%
Travel	210,642.00	8,864.57	141,124.84	35.83%
Advertising	750.00	0.00	0.00	100.00%
Telephone	36,045.00	13,621.55	38,475.77	-6.74%
Printing & Forms	1,500.00	0.00	925.33	38.31%
Legal Fees	1,500.00	0.00	675.60	54.96%
Purchase of Service	0.00	1,405.00	6,001.85	0.00%
Books & Subscriptions	4,165.00	0.00	658.22	84.20%
Office Supplies	107,200.00	5,000.21	63,227.56	41.02%
Postage	24,100.00	1,155.00	16,885.23	29.94%
Document Scanning	30,700.00	0.00	13,345.23	56.53%
Expert Witness	7,700.00	394.07	3,978.23	48.33%
Interpreter	1,900.00	0.00	708.50	62.71%
Document Destruction	2,000.00	0.00	957.00	52.15%
Dues & Memberships	7,000.00	0.00	3,910.00	44.14%
Audit Fees	12,110.00	0.00	7,800.00	35.59%
Vital Statistics	100.00	143.00	168.00	-68.00%
Fingerprinting	7,350.00	859.50	4,994.50	32.05%
Foster Parent Training	5,400.00	513.00	16,906.07	-213.08%
Fraud Registration Fees	100.00	0.00	50.00	50.00%
Other Equipment	0.00	0.00	4,132.40	0.00%
TANF Burials	500.00	0.00	200.00	60.00%
Client Services	195,729.00	14,018.92	170,427.11	12.93%
Program Expense	968,400.00	73,269.95	672,978.08	30.51%
EBT Costs	10,800.00	862.06	8,465.62	21.61%
Non Reimbursable	158,000.00	14,254.76	61,991.27	60.77%
Expense Total:	8,918,477.00	914,034.71	6,829,210.76	23.43%
Report Surplus (Deficit):	-229,124.00	-430,718.31	340,767.30	

Employee Mileage Reimbursement



Director's Report
November 2019

To: Fremont County Board of Human Services

From: Stacie Kwitek-Russell

Prepared: November 20, 2019

Since my last report, the following are many of my activities as well as some agency projects:

- I participated in the quarterly Division of Youth Services Southeast Regional Board Meeting.
- I attended a Southeast Regional Family First meeting for Directors and Child Welfare Administration. Mick Stumph and Carrie Porter participated via Zoom. We gained a better understanding of the status of State efforts to prepare us for implementation as well as what is left to be done.
- I participated in the Early Childhood Sector Partnership Launch. It was well attended and I will be interested to see what actions occur to follow up.
- We held our quarterly all agency meeting on October 30th, but our Professional Development face to face trainings were cancelled due to the weather delay. Many staff completed online training, while others tackled backlog cases or unit projects, such as file purges.
- As a follow up to the approval of our Agency FLSA compliance policy, we held a meeting with all Exempt staff to discuss FLSA and the policy. Tammy Childs joined us and provided the FLSA overview.
- I spent the majority of one day observing D&N Court last week. It was a great opportunity to observe some best practices occurring as well as some opportunities for improvement in areas.
- I attended the monthly Managers' Lunch.
- On November 20th, we held the Built for Zero Community Kick Off. We were very pleased with the turnout and interest in this effort. DHS currently has three staff trained in the VI-SPDAT survey and we have committed at least six more to be trained. Additionally, Carrie Porter and Rochelle Reiter will be our representatives for Case Conferencing.
- Following the BFZ Kick Off, I attended the Housing Needs Assessment presentation.
- We completed the process for interested staff to submit their applications to participate in the new 4-10 hour shifts beginning in 2020. All applications were reviewed, approved with minor changes and our schedule for January is complete. Only 17 qualified individuals are choosing this option at this time.
- The Eligibility units are actively getting trained in HS Connects. They have all moved to a pull system to help prepare them for a launch, hopefully by spring.
- We are currently interviewing for a temporary Scanner and the Childcare Case Manager positions and we also have posted one Adolescent Caseworker in Child Welfare and the additional Attorney.
- We are actively preparing for Christmas activities in Child Welfare.
- With all of this activity, I did manage to take a week's vacation.



COLORADO
Department of Human Services

To: County Human/Social Services Directors
From: Colorado Department of Human Services
Date: November 6, 2019
Re: 2020 County Merit System Certification

This letter serves as a reminder that the County Department of Human/Social Services is required by 9 CCR 2502-1 ("Volume 2") Rule 2.210 that each county shall annually submit to the Colorado Department of Human Services a certification that the criteria in Rule 2.200 are being maintained by the County Department of Human/Social Services. This certification must be received as prescribed by the Department on or before January 1 of each year. The certification must be validated by the county board of commissioners or designee.

The Volume 2 rules regarding the County Personnel and Merit System requirements can be accessed at <https://www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=583&fileName=9%20CCR%202502-1>. Please submit your certifications to the CDHS County Liaisons, 1575 Sherman Street, 8th Floor, Denver, CO 80203, or via email to sarah.lipscomb@state.co.us or nicole.miera@state.co.us. Thank you for your assistance!

Enclosure

cc: Nicole Miera, CDHS Tribal and County Liaison
Sarah Lipscomb, CDHS County Liaison



CDHS Certification of Compliance - Year 2020
County Personnel and Merit System

Each county merit system shall function under the following principles and requirements in order to be in compliance with Section 26-1-120(8), C.R.S., and 9 CCR 2502-1 Rule 2.200:

- A. The recruitment, selection, and advancement of employees shall be on the basis of relative abilities, knowledge, and skills, including open consideration of qualified applicants for initial appointment.
- B. The system shall provide equitable and adequate compensation.
- C. The employees shall be trained as needed to assure high quality of performance.
- D. The system shall provide for retaining employees on the basis of the adequacy of their performance, correcting inadequate performance, and separating employees whose inadequate performance cannot be corrected.
- E. The system shall assure fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, religious creed, age, or disability and with proper regard for the privacy and constitutional rights of such persons as citizens. This fair treatment principle shall include compliance with all Federal equal opportunity and nondiscrimination laws.
- F. The system shall assure that employees are protected against coercion for partisan political purposes and are prohibited from using their official authority for the purpose of interfering with or affecting the results of an election or a nomination for office.

Fremont County certifies that it is in compliance with the above principles and criteria for the administration and operation of its County Personnel and Merit System for the reporting year 2020, and has a personnel system in place for the next calendar year to assure continuing compliance. The person signing below is authorized to undertake this certification.

The County Director is exempt from the County Merit System per the Transitional Plan submitted to the Colorado Department of Human Services. Yes No

By:


Signature

11/26/2019
Date

Tim Payne Dwayne McFall
Print Name
or designee)

Board of County Commissioners
Title (must be Board of County Commissioners

