WELD COUNTY
CODE ORDINANCE 2013-6

IN THE MATTER OF REPEALING AND REENACTING, WITH AMENDMENTS, CHAPTER 3
HUMAN RESOURCES, OF THE WELD COUNTY CODE

BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF
WELD, STATE OF COLORADO:

WHEREAS, the Board of County Commissioners of the County of Weld, State of Colorado,
pursuant to Colorado statute and the Weld County Home Rule Charter, is vested with the
authority of administering the affairs of Weld County, Colorado, and

WHEREAS, the Board of County Commissioners, on December 28, 2000, adopted Weld
County Code Ordinance 2000-1, enacting a comprehensive Code for the County of Weld,
including the codification of all previously adopted ordinances of a general and permanent
nature enacted on or before said date of adoption, and

WHEREAS, the Weld County Code is in need of revision and clarification with regard to
procedures, terms, and requirements therein.

NOW, THEREFORE, BE IT ORDAINED by the Board of County Commissioners of the County
of Weld, State of Colorado, that certain existing Chapters of the Weld County Code be, and
hereby are, repealed and re-enacted, with amendments, and the various Chapters are revised
to read as follows.

CHAPTER 3
HUMAN RESOURCES

Amend Sec. 3-2-100. Phased retirement option.

A. Employees retiring from County service must separate their regular employment from
Weld County in order to draw benefits from the Weld County Retirement Plan. They do
not have a right or expectation of continued employment with Weld County. Contract
employment of a retired employee shall be at the discretion of the Elected Officer or
Department Head. Such contract employment shall be “at will” and shall be governed by
terms and conditions set forth in a contract signed by the Board of County
Commissioners and the retired employee and pursuant to the requirements of this
Section. An example of such a contract may be found in Appendix 3-C.

B. Employees retiring from County service under the Retirement Plan may, upon approval
by the department head or elected official, work no more than a total of one thousand
nine hundred seventy-six (1,976) hours annually, January to January. The retired
employee may not receive disability insurance coverage, but may be eligible for health,
dental and vision insurance either as a reemployed worker, or through the retiree health
plan, if he or she qualifies.

1. Hourly. An hourly retiree employee is paid only for the hours worked and is not
eligible to receive benefits.

2. Part-time. A part-time retiree employee is regularly scheduled to work less than
forty (40) hours per week. The part-time employee who consistently works at least twenty (20) hours per week may be eligible for certain benefits.

3. Job Share Retired with benefits. A Job Share retiree employee works part-time and may be eligible for certain benefits, including Step increases. The needs of the department and/or County will dictate if this status is possible. Benefits are earned on a pro-rata basis based on standard hours worked, shown in Table 3.2 and Table 3.3.

<table>
<thead>
<tr>
<th>Weekly Hours</th>
<th>Annual Hours</th>
<th>Retiree Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>1,976</td>
<td>.95</td>
</tr>
<tr>
<td>34</td>
<td>1,768</td>
<td>.85</td>
</tr>
<tr>
<td>30</td>
<td>1,560</td>
<td>.75</td>
</tr>
<tr>
<td>20</td>
<td>1,040</td>
<td>.50</td>
</tr>
</tbody>
</table>

4 and 5 - No Change.

C. No Change.

D. Employees retiring from County service under the State of Colorado PERA retirement program shall be governed by PERA rules and regulations for employees working after service or disability retirement. Refer to PERA rules and regulations.
Amend Sec. 3-2-110. Benefit table.

Table 3.3 describes benefits by employee type for County employees:

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Full-Time Regular Job Share</th>
<th>Seasonal Job Share</th>
<th>Part-Time Job Share</th>
<th>Hourly Job Share</th>
<th>Retired Part-Time Job Share</th>
<th>Retired Hourly Job Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step Progression</td>
<td>Yes</td>
<td>No</td>
<td><strong>No</strong></td>
<td>No</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>Yes</td>
<td>*Yes</td>
<td>*Yes</td>
<td>*Yes</td>
<td>No</td>
<td>*Yes</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>Yes</td>
<td>#Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Retirement Plan +</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Sick Leave</td>
<td>Yes</td>
<td>*Yes</td>
<td>No</td>
<td>No</td>
<td>*Yes</td>
<td>No</td>
</tr>
<tr>
<td>Vacation Leave</td>
<td>Yes</td>
<td>*Yes</td>
<td>No</td>
<td>No</td>
<td>*Yes</td>
<td>No</td>
</tr>
<tr>
<td>Holiday Pay</td>
<td>Yes</td>
<td>*Yes</td>
<td>No</td>
<td>No</td>
<td>*Yes</td>
<td>No</td>
</tr>
<tr>
<td>Bereavement Leave</td>
<td>Yes</td>
<td>*Yes</td>
<td>No</td>
<td>No</td>
<td>*Yes</td>
<td>No</td>
</tr>
<tr>
<td>Sick Leave Bank</td>
<td>Yes</td>
<td>*Yes</td>
<td>No</td>
<td>No</td>
<td>*Yes</td>
<td>No</td>
</tr>
<tr>
<td>Grievance Rights</td>
<td>Yes</td>
<td>#Yes</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

* Prorated. An employee must consistently work twenty (20) hours or more per week to receive a prorated health insurance benefit.
** Paramedic Services – yes.
† All employees of the Department of Public Health and Environment will be members of PERA.
# Working after retirement employees are not eligible

Amend Sec. 3-6-100. Jury duty/witness.

An employee who is regularly employed, as defined by Section 13-71-126, C.R.S., and who is required to serve as a witness in a case involving the County government or as a juror during scheduled work time, is entitled to paid leave not to exceed three (3) weeks. An employee who serves on a jury shall pay to the County all amounts received for the jury service. In order to be granted leave for jury duty, the employee must submit a copy of the summons and all forms furnished by the Clerk of the Court relative to the time of service. Mileage allowances can be retained by the employee. An employee who is subpoenaed to appear as a witness in a case unrelated to County business must use paid leave, if available. If no paid time is available, the time off will be leave without pay. Employees must avoid situations in which they, through their voluntary actions, may be called to testify in private civil matters, wherein knowledge of confidential facts, circumstances, or opinions they have obtained in the scope and course of their work may be revealed.

Add Appendix 3-C - ATTACHED.

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NOTICE

PURSUANT to the Weld County Home Rule Charter, Ordinance Number 2013-6 published
above, was introduced and, on motion duly made and seconded, approved upon first reading on June 16, 2013. A public hearing and second reading is scheduled to be held in the Chambers of the Board, Weld County Administration Building, 1150 O Street, Greeley, Colorado 80631, on July 7, 2013. All persons in any manner interested in the reading of said Ordinance are requested to attend and may be heard. Please contact the Clerk to the Board's office at phone (970) 336-7215, Extension 4225, or fax (970) 352-0242, prior to the day of the hearing if, as the result of a disability, you require reasonable accommodations in order to participate in this hearing. Any backup material, exhibits or information previously submitted to the Board of County Commissioners concerning this matter may be examined in the office of the Clerk to the Board of County Commissioners, located in the Weld County Administration Building, 1150 O Street, Greeley, Colorado, between the hours of 8:00 a.m. and 5:00 p.m., Monday thru Friday, or may be accessed through the Weld County Web Page (www.co.weld.co.us). E-Mail messages sent to an individual Commissioner may not be included in the case file. To ensure inclusion of your E-Mail correspondence into the case file, please send a copy to egesick@co.weld.co.us.

SECOND READING: July 7, 2013, at 9:00 a.m.
THIRD READING: July 28, 2013, at 9:00 a.m.

BOARD OF COUNTY COMMISSIONERS
WELD COUNTY, COLORADO

DATED: June 20, 2013
PUBLISHED: June 27, 2013