

**EMPLOYMENT CONTRACT
HUERFANO COUNTY DEPARTMENT OF HUMAN SERVICES DIRECTOR
2024-2027**

This contract is made and entered into as of the 27th day of May, 2024 between the Board of County Commissioners of Huerfano County, Colorado (“BOCC”) and The Wellman Way LLC.

RECITALS

WHEREAS, under the authority of C.R.S. § 26-1-115(1), the Board of County Commissioners determines that Huerfano County requires employment of a Human Services Director; and

WHEREAS, the Board of County Commissioners has found Heather Wellman is qualified for this position; and

WHEREAS, the Board of County Commissioners desire to establish working conditions of said Employee, and to provide terms and conditions of employment; and

WHEREAS, Heather Wellman will continue full time employment from May 27 , 2024 through May 27, 2027 in the capacity of Huerfano County Department of Human Services Director and wishes to accept this employment with all of the duties and obligations associated thereto, as those duties and obligations may be changed or amended by the BOCC, from time to time;

EMPLOYMENT

NOW THEREFORE, the Parties hereto agree to be bound by the mutual covenants contained herein establishing their obligations concerning employment, remuneration, duties and performance.

1. Scope of Duties. Heather Wellman will be responsible for Directorship of the Huerfano County Department of Human Services.
2. Term. The term of this employment contract is for three (3) years from May 27, 2024 and subject to budget appropriation. At the expiration of the three year term, this contract shall be renegotiated by the parties unless canceled by either party as provided herein, or replaced with a new contract.
3. Compensation.
 - A. Salary. Heather Wellman will receive a salary of \$8,000.00 per month.
 - B. Benefits. Heather Wellman shall not be eligible to receive benefits of any kind.
 - C. Vacation Time. Heather Wellman shall not have any authorized paid vacation time.

D. Schedule. The standard work day is Monday through Friday from 8 am to 5 pm, 12 months a year excepting paid holiday's as determined by the Huerfano County Board of County Commissioners; however, the Board recognizes that many job duties are performed outside of a normal schedule. Heather Wellman shall determine her own schedule including needed days outside of the office for vacation or absences due to illness.

4. Cancellation of this agreement and termination of employment.

A. Heather Wellman may cancel this contract and terminate her employment with 30 (thirty) days prior written notice to the Chair of the BOCC.

B. Heather Wellman serves as Director of the Huerfano County Department of Human Services at the pleasure of the BOCC. The BOCC may, at any time during any term of this contract, cancel this contract and terminate Heather Wellman's employment with or without cause.

C. Severance Compensation. Should the County, at any time, cancel this contract and terminate Heather Wellman's employment, Heather Wellman shall be entitled to an amount of severance pay equivalent to three months' salary at the rate of payment existing at the time of cancellation of the contract and termination of employment. Both parties recognize and acknowledge that this contract cannot be canceled nor Heather Wellman's terminated for acts that are constitutionally protected or for reasons that violate Heather Wellman's civil rights.

5. Assignability. This contract is not assignable by either party under any condition.

6. Insurance. The County shall provide Heather Wellman insurance coverage for errors and omissions, and malpractice while acting in the capacity of Director for the Huerfano County Department of Human Services, and shall indemnify and hold Heather Wellman harmless from any and all claims brought by third parties against the Huerfano County DHS in said capacity.

7. Agreement made in Colorado. The parties agree that this contract was made in accordance with the laws of the State of Colorado and shall be so construed. Venue is agreed to be exclusively in a County District Court for the State of Colorado.

Huerfano County Board of County Commissioners

John Galusha, Commissioner

Heather Wellman, PhD, Director HCDHS

Arica Andreatta, Commissioner

Karl Sporleder, Commissioner