

COMMISSIONER PROCEEDINGS

July 11, 2019

- Call to Order: A special meeting of the Lincoln County Board of Commissioners was held in the commission meeting room of the courthouse Thursday, July 11, 2019. Chairman Alexis Pflugh called the meeting to order at 10:00 a.m. with Vice-Chairman Randy Lohmann and Member Jim Gabelmann present. County Clerk Dawn Harlow was in attendance.
- Purpose: Purpose: review completed self-evaluations, complete evaluations and prepare a policy for performance based raises based upon evaluations; meet with highway department employees regarding a road project on E Bison Dr.
- Visitors: Others present for portions of the meeting: David Dohe.
- Executive Session: Alexis Pflugh moved to enter into executive session for ten minutes for the purpose of analyzing 2019 employee evaluations ratings to set a pay scale for merit-based raises pursuant to K.S.A. 79-4319(2)(b)(1) to discuss personnel matters of nonelected personnel, to reconvene in commission meeting room with commission and County Clerk (Harlow), seconded by Randy Lohmann. Motion carried. Time in: 10:19 a.m., Time out: 10:29 a.m.
- Reconvene: The chairman reconvened the meeting to regular session at 10:29 a.m. with no action taken.
- Merit Increase Plan: Jim Gabelmann moved to set up the merit plan for raises between 60%-69% at \$.10 per hour, between 70%-74% at \$.15 per hour, between 75% - 79% at \$.20 per hour, 80% and above at \$.25 per hour, seconded by Alexis Pflugh. James Gabelmann moved to amend that they have this as a test for the 2019 initial evaluation, seconded by Alexis Pflugh. Amendment of motion carried. Original motion voted on and carried.
- Executive Session: Alexis Pflugh moved to enter into executive session for twenty-five minutes to apply merit-based increases and review unfinished evaluations, pursuant K.S.A. 79-4319(2)(b)(1) to discuss personnel matters of nonelected personnel, to reconvene in commission room with commission and acting HR County Clerk (Harlow), seconded by Randy Lohmann. Motion carried. Time in 10:42 a.m. Time Out: 11:07 a.m.
- Reconvene: The chairman reconvened the meeting at 11:07 a.m. with no action taken.
- Recess/Reconvene: The chairman recessed the meeting for ten minutes at 11:07 a.m. The chairman reconvened the meeting at 11:17 a.m.
- Executive Session: Randy Lohmann moved to go into executive session for the completion of personnel evaluations for twenty minutes, pursuant K.S.A. 79-4319(2)(b)(1) to discuss personnel matters of nonelected personnel, to reconvene in the courthouse commission meeting room with Commission and County Clerk (Harlow), seconded by James Gabelmann. Motion carried. Time in: 11:22 a.m. Time out: 11:42 a.m.
- Reconvene: The chairman reconvened the meeting to regular session at 11:42 a.m. with no action taken.

- Executive Session: Alexis Pflugh moved to extend the executive session for twenty minutes for the completion of personnel evaluations, pursuant K.S.A. 79-4319(2)(b)(1) to discuss personnel matters of nonelected personnel, to reconvene in the courthouse commission meeting room with Commission and County Clerk (Harlow), seconded by James Gabelmann. Motion carried. Time in: 11:43 a.m. Time out: 12:03 p.m.
- Reconvene: The chairman reconvened the meeting to regular session at 12:03 p.m. with no action taken.
- Highway Department: The board contacted Highway Department Supervisors to determine why employees were not present when requested to attend the meeting. Jesse Zachgo, via telephone, answered board questions on the E Bison Dr road improvement project and highway department activities.
- Executive Session: Alexis Pflugh moved to recess into executive session for five minutes for the purpose of discussing county contracts for medical consultants, pursuant to K.S.A. 75-4319(2)(b)(3) to discuss employer-employee negotiations whether or not in consultation with the representative or representatives of the public body or agency, to reconvene in the commission meeting room with the Commission and Clerk (Harlow), seconded by Randy Lohmann. Motion carried. Time in: 1:05 p.m. Time out: 1:10 p.m.
- Reconvene: The chairman reconvened the meeting to regular session at 1:10 p.m. with no action taken.
- Special Meeting: The board tentatively set a Special Meeting for 10:00 a.m. Thursday July 18, 2019.
- Adjourn: The chairman adjourned the meeting at 1:13 p.m. until 10:00 a.m. Monday, July 15, 2019 in the commission meeting room of the courthouse.