

COMMISSIONER PROCEEDINGS

January 7, 2019

- Call to Order: The regular meeting of the Lincoln County Board of Commissioners was held in the commission meeting room of the courthouse Monday, January 7, 2019. Chairman Terry Finch called the meeting to order at 10:00 a.m. with Vice-Chairman Alexis Pflugh and Member Al Joe Wallace present. County Clerk Dawn Harlow was in attendance.
- Visitors: Others present for portions of the meeting: Cynthia Nelson, Allen Serrien, Sionia Case, Randy Lohmann, Brandon Cochran, Shiloh Florence, Mona Gerstmann, Howard Wehrman, Robert Loveless, Michel O’Hare, Robert Howe and Jennifer O’Hare.
- Minutes Approved: Alexis Pflugh moved to approve the minutes of the December 31, 2018 regular meeting as presented, seconded by Al Joe Wallace. Motion carried.
- Tax Abatement: Alexis Pflugh moved to approve abatement 2018-08 in the amount of \$72.00, seconded by Al Joe Wallace. Motion carried.
- Correspondence: Correspondence: Lincoln Park Manor invoices.
- Human Resources: Human Resource Officer Sionia Case reported on information received from the school in regards to the internship program through USD 298 for the 2019-2020 school year. The Salina Journal will allow splitting the 5 day advertisement rate to run 2 weeks with certain stipulations. The board approved placing the ambulance director advertisement in the Salina Journal and that they will accept applications through February 8. Case provided the names of employees that would be willing to serve as the interim director. Alexis Pflugh moved to appoint Brandon Cochran as temporary director of the EMS department, seconded by Terry Finch. Motion carried. (Interim Director, Effective January 7, 2018.) Alexis Pflugh moved to change the pay rate for Bret Kingan from \$21 per hour to \$16 per hour effective December 29, 2018, seconded by Al Joe Wallace. Motion carried. (job status change from Interim Director to part-time per need Paramedic)
- Interim Ambulance Director Appointed: Pay Changes:
- Cost of Living Increases & Merit Increases: Clerk Harlow inquired about board members plans for cost of living increases as the longevity payroll run will need to include any raises granted effective December 26, 2018 and inquired about plans for adopting a policy for the merit base pay increase after evaluations are completed. Board members identified how they would like the merit base pay increases to occur. The board requested that Case provide evaluation forms to the department heads requesting that all employee evaluations be completed by April 1, and that the board will determine a policy on how to award any amounts reserved for merit increases with increases being granted on the paychecks effective June 26, 2019. Al Joe Wallace moved to increase salaries twenty-five cents as of December 26, 2018, with the understanding that there will be merit increases available the first of July, including in the motion that the county commissioners be exempt from cost of living increase, seconded by Terry Finch. Motion carried. (twenty-five cents per hour)
- January 14 Agenda: The board set the following schedule for Monday, January 14: Public Building Commission will meet at the beginning of the meeting to approve minutes; the new commissioner will be sworn

in at 11:00 a.m. with the board re-organization immediately following; and Michel O'Hare standing appointment moved to 11:30 a.m.

Highway Department: Director of Public Works Michel O'Hare reported that the contractor is driving piling on OS 105 and will be pouring the piers on OS 87. O'Hare related that Cody Smith had requested that the board close a portion of 300th Rd south of Bison Dr that dead ends at I-70 and is currently unmaintained open right-of-way. Commissioner Wallace will contact the adjacent landowner to determine if there would be an objection. Road Supervisor Robert Howe reported on projects that crews are working on. The board related that they had transferred \$90,000 into the special county road fund with the intentions to tuck point bridges and culverts and asked for a list of projects that need to be completed. Board members discussed previous action this date in regards to cost of living increases, evaluations and merit based pay. Discussion was held on how the county sells surplus equipment. Pflugh requested O'Hare to unify there tactics on tree trimming especially under bridges.

Executive Session: County Attorney Jennifer O'Hare requested an executive session to discuss Lincoln Park Manor. Alexis Pflugh moved to recess into executive session for fifteen minutes to discuss new correspondence from Attorney Hay on Lincoln Park Manor, pursuant to K.S.A. 75-4319(2)(b)(2) for consultation with an attorney for the public body or agency which would be deemed privileged in the attorney-client relationship with the commission and attorney present, seconded by Terry Finch. Motion carried. (10:26 a.m. – 10:41 a.m. County Attorney O'Hare)

Reconvene: The chairman reconvened the meeting to regular session at 10:41 a.m. with no action taken.

Nursing Home: Commissioner Finch related that the board will need to consider employing an engineer to complete a fire rating plan on the doors at the nursing home, as the company that was approved to replace the doors will not complete the project until the plan is completed.

Hospital: Commissioner Pflugh related that she has been asked to investigate whether there is a conflict of interest with one of the hospital board members that the county appointed who also receives income from the hospital as a contract employee. Finch related that it was asked when the individual was appointed and as long as the individual did not vote on anything regarding their contract there was not a conflict. Pflugh also related that she has received complaints from employees in regards to the hospital board making decisions during an executive session, as no action was recorded in the minutes yet personnel action has been taken after the meeting, leaving the impression that some form of action was approved during the executive session.

Council on Aging: The board was provided Council on Aging Appointments forwarded by Robert Loveless. Discussion ensued on who are current board members with Cindy Nelson providing a listing of her research on who is currently serving on the Council on Aging Board and term information. The board requested that Clerk Harlow request the current bylaws for the Council on Aging, the group mission statement and who is seeking appointment.

NCFHAAA Appointment: Al Joe Wallace moved to appoint Glenn Stegman to the North Central Flint Hills-Area Agency on Aging, seconded by Alexis Pflugh. Motion carried.

Adjourn: The chairman adjourned the meeting at 12:08 p.m. until 10:00 a.m. Monday, January 14, 2019 in the commission meeting room of the courthouse.