

COMMISSIONER PROCEEDINGS

February 24, 2020

- Call to Order: The regular meeting of the Lincoln County Board of Commissioners was held in the commission meeting room of the courthouse Monday, February 24, 2020. Vice-Chairman James Gabelmann called the meeting to order at 10:00 a.m. with Member Alexis Pflugh present. Chairman Randy Lohmann was absent. County Clerk Dawn Harlow was in attendance as recording secretary.
- Visitors: Others present for portions of the meeting: Cynthia Nelson, Sharon Dohe, Mona Gerstmann, Ladonna Reinert, Jonathan Schale, Sarah Hageman, Howard Wehrman, Brendan Mackay, and Tanner Yost.
- Correspondence: Correspondence: James Gabelmann read a statement regarding the board; the board received a letter from Lorelei Dohl resigning from the Lincoln County Hospital Board of Trustees; and an email from Clerk Harlow inquiring about pay increases and pay plan.
- Board Actions and Discussion: Alexis Pflugh moved to accept the resignation of Hospital Trustee Board member Lorelie Dohl, seconded by James Gabelmann. Motion carried. James Gabelmann moved to approve the minutes of February 18 as amended and February 20, seconded by Alexis Pflugh. Motion carried. The board discussed the email received from Clerk Harlow regarding pay rates that was submitted via email to the clerk's office; Commissioner Pflugh related that pay increases provided were derived from the amounts included on the bottom of each employee's evaluation; and that wage increases and the highway department pay scale were approved by the board during department head evaluations.
- Nursing Home: Jonathan Schale, Lincoln Park Manor presented bids to replace the boiler room door. Alexis Pflugh moved to approve the bid for Topeka Foundry Commercial Door Company as requested by Lincoln Park Manor to repair boiler room door, seconded by James Gabelmann. Motion carried. Schale provided a contract from Pryor to complete the annual fire system inspection. Alexis Pflugh moved to approve the contract with Pryor for \$350 for the annual sprinkler inspection, seconded by James Gabelmann. Motion carried. Schale provided the bill from Alliance to upgrade the call light system noting that Alliance is requiring a seventy-five percent down payment. Schale was notified that the board approved a one year contract with ThyssenKrupp for the nursing home's elevator maintenance agreement.
- Human Resources:
Executive Session: Human Resource Officer Sarah Hageman reported that she had employment applications for the EMS department. Alexis Pflugh moved to recess into executive session for ten minutes for the purpose of discussing applications in the EMS department 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 HR Officer (Hageman) and commission present, seconded by James Gabelmann. Motion carried. Time in: 10:57 a.m. Time out: 11:07 a.m.
- Reconvene: The chairman reconvened the meeting to regular session at 11:07 a.m. with no action taken.
- Executive Session: Alexis Pflugh moved to recess into executive session for ten minutes for the purpose of discussing employee evaluations in the highway department, pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of non-elected personnel, to reconvene in the

commission meeting room of the courthouse with the HR Officer (Hageman), Director of Highway Department (Mackay), and commission present, seconded by James Gabelmann. Motion carried. Time in: 11:10 a.m. Time out: 11:20 a.m.

Reconvene: The chairman reconvened the meeting to regular session at 11:20 a.m. with no action taken.

Highway Department: Director of Highway Department Mackay discussed the following topics: gravel agreements; gravel pits; City of Beverly streets and estimated hours to repair one block; requested to attend a meeting; requested to use county vehicle to attend a meeting with USD 299; and related that landowners had requested the county remove trees growing across Oak Dr in Grant Township, once trees are removed landowners would like the road vacated. Mackay inquired if the board had completed their maps.

Engineer Update: Tanner Yost, Kirkham Michael presented a contract to complete the preconstruction inspection for the Smoky Hills Windfarm repower project for the board's approval. James Gabelmann moved to approve the Agreement for Engineering Services between Lincoln County and Kirkham Michael and Associates, seconded by Alexis Pflugh. Motion carried. Yost proved a copy of the High Risk Rural Roads grant application for the board's record. Yost provided information on a new cost share program and the group discussed potential projects. The board inquired about the status of the design plan for additional cells at the landfill, Yost related that the board had tabled that project in April 2019; Yost will provide an agreement for the board to review during his March update. The group discussed OS 65 and the N 150th Rd relocation project.

Pay Scale Discussion: The board identified departments and employees that the board is responsible for and the current rates of pay for each employee to determine a starting point for creating a pay plan. The following departments were identified: HR, EMS, Highway, Health, Landfill, Noxious Weed, Recycling, Bus, Custodian, Emergency Manager, and Appraiser. The board discussed pay plans, noting that they would like to see department heads develop a pay scale for each position.

Board Appointments: Alexis Pflugh moved to approve Teri Jo Hiitter to the unexpired term on the Children's Health Care Endowment, term expiring February 28, 2022, seconded by James Gabelmann. Motion carried. James Gabelmann moved to appoint Mike Street to a three-year term on the First Rural Fire District, term expiring February 28, 2023, seconded by Alexis Pflugh. Motion carried. James Gabelmann moved to reappoint Deborah Ortiz to a three-year term on the WEB Fund Board expiring February 28, 2023, seconded by Alexis Pflugh. Motion carried. James Gabelmann moved to nominate the following to the Lincoln County Hospital Board of Trustees: David Gerstmann, Cody Flinn, Bob Berthelson to three-year terms expiring February 28, 2023; and Jerry Hlad to an unexpired term expiring February 28, 2022, seconded by Alexis Pflugh. Motion carried. James Gabelmann moved to reappoint Gary Jones to a three-year term on the Barnard Rural Fire District, beginning February 29, 2020 and expiring February 28, 2023, seconded by Alexis Pflugh. Motion carried. James Gabelmann moved to reappoint Cynthia Nelson to a three-year term on the Crime Victim's Restitution Board, beginning February 29, 2020 and expiring February 28, 2023, seconded by Alexis Pflugh. Motion carried.

Adjourn: The vice-chairman adjourned the meeting at 1:35 p.m. until 10:00 a.m. Friday, February 28, 2020 in the commission meeting room.