

COMMISSIONER PROCEEDINGS

December 14, 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, December 14, 2020. Chairman Randy Lohmann called the meeting to order at 10:00 a.m. with Vice-Chairman James Gabelmann and Member Alexis Pflugh present. County Clerk Dawn Harlow was in attendance as recording secretary.
- Visitors: Others present for portions of the meeting: Dennis Ray, Darrell Oetting, Sarah Hageman, Derek Walter, Brendan Mackay, and Tanner Yost.
- Correspondence: Correspondence: bill for Lincoln Park Manor; FSA request for farm reconstitution for county owned property rented by Duane Helus Trust; Christmas cards; a letter from the City of Salina containing the hard copy of the email received at the December 7 regular meeting; and Preliminary Resolution for road vacations.
- Correspondence Action: Alexis Pflugh moved to approve the chairman signature on the FSA-155 form for Duane Helus, seconded by Randy Lohmann. Motion carried. James Gabelmann moved we approve Preliminary Resolution and Notice of Proposed Vacation 2020R-01 seconded by Alexis Pflugh. Motion carried.
- Human Resources: Human Resource Officer Sarah Hageman provided the list of employees and hours of accrued pre-2000 leave time remaining. The board discussed whether to pay the employees the pre-2001 leave time to remove the time from the books as well as remove the policy from the handbook and at what rate the employees should be compensated. Employees may use the leave time at their current hourly wage or be paid when employment is terminated at the rate of pay the employee earned on December 31, 2000. James Gabelmann moved to pay out these four people (for pre-2001 leave time) at the current rate of pay, seconded by Randy Lohmann. Motion failed. Voting as follows: Gabelmann – Aye; Lohman – Nay; Pflugh – Nay. Hageman requested an executive session for employee negotiations. Alexis Pflugh moved to recess into executive session for five minutes for the purpose of discussing a potential hire, 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 room, with the Lincoln County Board of Commissioners, HR Officer Sarah Hageman, and EMS Director Derek Walter, seconded by James Gabelmann. Motion carried. Time in: 10:41 a.m. Time out: 10:46 a.m.
- Executive Session: requested an executive session for employee negotiations. Alexis Pflugh moved to recess into executive session for five minutes for the purpose of discussing a potential hire, 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 room, with the Lincoln County Board of Commissioners, HR Officer Sarah Hageman, and EMS Director Derek Walter, seconded by James Gabelmann. Motion carried. Time in: 10:41 a.m. Time out: 10:46 a.m.
- Reconvene: The chairman reconvened the meeting to regular session at 10:46 a.m. Alexis Pflugh moved to approve the hiring of Julia Neuman in the EMS Department as an EMT-A at \$12.80 per hour starting wage, as part-time per-need, seconded by James Gabelmann. Motion carried.
- Executive Session: Alexis Pflugh moved to recess into executive session for ten minutes for the purpose of discussing quarantine and scheduling guidelines in the EMS department, pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of nonelected personnel to reconvene in the commission room with the Board of County Commissioners, EMS Director Derek Walter, and HR Officer Sarah Hageman, seconded by James Gabelmann. Motion carried. Time in: 10:54 a.m. Time out: 11:04 a.m.

- Reconvene: The chairman reconvened the meeting to regular session at 11:04 a.m. with no action taken.
- Highway Department: Director of Highway Department Brendan Mackay related that Russell County is not going to maintain Kiowa Dr on the West side of OS 65 so the county has maintained and spot graveled the portion of road previously maintained by Russell County. Mackay reported that the graders are supposed to be delivered next week and provided information on Sourcewell, a government purchasing agency which has competitively solicited cooperative contracts with government pricing from vendors. Tanner Yost, Kirkham Michael provided a layered map with the platted roads and the as-built roads within Wilson Lake Estates. The board discussed how to proceed regarding the as-built roads that are different than the platted roads. Yost provided the biennial bridge inspection for the board to review. Yost reported that OS 95 was approved for funding through the KLBIB program, the program is a 90-10 split to a maximum of \$150,000, if the county closes a bridge the county will qualify for an additional \$50,000. Mackay suggested that the board close OS 98 and the structure be replaced with 2 four-foot culverts. Yost related that applications are due for the High-Risk Rural Roads program discussing types of qualified projects and match funds required. Clerk Harlow provided the resolution to transfer the Federal Fund Exchange money received in 2020. James Gabelmann moved to approve Resolution 2020-31 transfer of funds, seconded by Alexis Pflugh. Motion carried. Brendan Mackay related that his last day will be January 3.
- Minutes Approved: James Gabelmann moved to approve the minutes for the 7th of December, seconded by Alexis Pflugh. Motion carried.
- Executive Session: Alexis Pflugh moved to recess into executive session for fifteen minutes for the purpose of discussing position requirements and changes in employment in the highway department, pursuant to K.S.A.75-4319(2)(b)(1) to discuss personnel matters of nonelected personnel, to reconvene in the commission room, with the Board of County Commissioners, Clerk Dawn Harlow, commissioner elects Darrell Oetting and Dennis Ray, and HR officer Sarah Hageman, seconded by James Gabelmann. Motion carried. Time in: 12:16 p.m. Time out: 12:31 p.m.
- Reconvene: The chairman reconvened the meeting to regular session at 12:31 p.m. with no action taken.
- Recess: The chairman recessed the meeting for lunch at 12:31 p.m. until 1:25 p.m. The chairman reconvened the meeting to regular session at 1:25 p.m.
- Executive Session: Alexis Pflugh moved to recess into executive session for thirty minutes for the purpose of discussing the nursing home lease agreement, pursuant to K.S.A. 75-4319(2)(b)(4) to discuss data relating to financial affairs or trade secrets of corporations, partnerships, trusts, and individual proprietorships, to reconvene in the commission room, with the Board of Commissioners, commissioner elects (Oetting and Ray), Clerk Dawn Harlow, Attorney Andrew Mayo representative for John Grace and John Grace, seconded by James Gabelmann. Motion carried. Time in: 1:30 p.m. Time out: 2:00 p.m.
- Reconvene: The chairman reconvened the meeting to regular session at 2:00 p.m. with no action taken. The chairman scheduled Andrew Mayo and John Grace on the agenda for December 21 at 1:30 p.m. The board discussed the nursing home lease, equipment provided and rent payments.

- Employee: The board reviewed the employee handbook recommendations received from Forrest Rhodes with Human Resource Officer Sarah Hageman. The board discussed providing employees with remaining pre-2001 leave time with an agreement that contains language from the current handbook regarding payment of the time and striking the pre-2001 leave section from the handbook.
- Executive Session: Alexis Pflugh moved to recess into executive session for ten minutes for the purpose of discussing position changes in the highway department pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of nonelected personnel, to reconvene in the commission room, with the Board of County Commissioners, both Commissioner Elects (Oetting and Ray), HR Officer Sarah Hageman, and County Clerk Dawn Harlow present, seconded by Randy Lohmann. Motion carried. Time in: 3:40 p.m. Time out: 3:50 p.m.
- Reconvene: The chairman reconvened the meeting to regular session at 3:50 p.m. with no action taken.
- Resignation Accepted/
Interim Appointed: Alexis Pflugh moved to accept Brendan Mackay's resignation and appoint Michael Caleb Holeman as Interim Highway Department Director with an immediate pay increase of \$5.00 an hour, seconded by Randy Lohmann. Motion carried.
- Adjourn: The chairman adjourned the meeting at 3:52 p.m. until 10:00 a.m. Monday, December 21, 2020 in the commission meeting room of the courthouse.