

COMMISSIONER PROCEEDINGS

June 8, 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, June 8, 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 acted as recording secretary.
- Visitors: Others present for portions of the meeting: Nancy Walter, Brendan Mackay, Sarah Hageman, Rhonda Wright, Leann Bishop, Tami Kerth, Derek Walter, Anthony Burlingame, Roberta Turner, and Daphne McTague.
- Resolution 2020-14/
Minutes Approved: The board signed the corrected pay resolution 2020-14. James Gabelmann moved to approve the minutes of the 1st and 3rd of June, 2020, seconded by Randy Lohmann. Motion carried.
- Courthouse Roof/
Eagle Scout Project: Clerk Harlow provided an update on the courthouse roof repairs. Since the bids were drastically different the KCAMP adjuster agreed to inspect the damages and provide specifications. Clerk Harlow related that a local boy scout cleaned up the tree and plumb thicket overgrowth at Trail Creek Cemetery as part of his Eagle Scout project. Commissioner Gabelmann related that the young man did an exceptional job, the board will send a thank you. The group discussed the fire at the courthouse, and Commissioner Pflugh related she would like the board to send a thank you to James Reagan, Jamie Meyer and the Fire Department.
- Conservation District: Conservation District Manager Nancy Walter presented the 2021 budget request and answered questions on activities and services provided by the organization.
- Highway Department: Director of Highway Department Brendan Mackay reported that the wind tower project is starting on the east side and the contractors have erected signage, has forwarded dust complaints. Mackay inquired about moving forward with an equipment sale on PurpleWave or Iron Planet. The board requested that Mackay provide other county departments and the cities with a list of equipment to grant them with the opportunity to purchase prior to items being listed. Mackay presented a copy of the roads on the plat for Prairie View Estates Addition.
- Recess/
Reconvene: The chairman recessed the meeting for five minutes at 10:53 a.m. The chairman reconvened the meeting to regular session at 10:58 a.m.
- Highway Department: The board gave permission to Commissioner Pflugh to contact landowners regarding the roads in Prairie View Estates Addition. Mackay related that a couple of gravel pits need to be reclaimed and inquired if he can contract seeding the pits. The board suggested that Mackay contact the Conservation District to see if the County could rent equipment needed to seed. Mackay presented a leave request for July 2 and July 6. Mackay requested an executive session to discuss potential employee hiring. Alexis Pflugh moved to recess into executive session for five minutes for the purpose of discussing applications for the highway 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 Director (Mackay) and the board, seconded by James Gabelmann. Motion carried. Time in: 11:17 a.m. Time out: 11:21 a.m.

Reconvene: The chairman reconvened the meeting to regular session at 11:21 a.m. The commission gives permission for the follow through with the Highway Department and HR to do a follow-up on an interview.

Human Resources: The board discussed the role of the Human Resource Officer and responsibilities.

KORA Request: Commissioner Lohmann provided two envelopes containing a flash drive for each of the KORA requests.

Recess: The chairman recessed the meeting to regular session for lunch at 11:34 a.m.

Reconvene: The chairman reconvened the meeting to regular session at 12:25 p.m.

Human Resources: Human Resource Officer Sarah Hageman presented the remedies and proposed placement on pay scales provided by department heads. The board read the recommendations and suggested pay rates for each employee. The board requested that Hageman contact comparable sized counties and the League of Municipalities to get an estimate to prepare a pay classification and pay plan. Commissioner Pflugh will complete pay calculations and department comparisons to be presented at the June 22 meeting. Hageman presented the modified Emergency Manager job descriptions, the board approved. The board discussed the HR position and expectations.

Executive Session: Human Resource Officer Hageman requested an executive session. Randy Lohmann moved to recess into executive session for ten minutes for the purpose of discussing employee disciplinary actions, pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of non-elected personnel, with HR (Sarah Hageman) and the commissioners, to reconvene in the commission meeting room on conclusion, seconded by James Gabelmann. Motion carried. Time in: 1:35 p.m. Time out: 1:45 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 1:45 p.m. with no action taken.

Executive Session: Randy Lohmann moved to recess into executive session for thirty minutes for the purpose of discussing personnel disciplinary action pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of non-elected personnel with the commission, HR (Hageman), and EMS Director (Derek) Walter, to reconvene in the commission meeting room on conclusion, seconded by James Gabelmann. Motion carried. Time in: 1:48 p.m. Time out: 2:18 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 2:18 p.m. with no action taken.

Executive Session: Randy Lohmann moved to recess into executive session for fifteen minutes for the purpose of discussing disciplinary actions, pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of non-elected personnel with the commission, HR (Sarah) and EMS Director Walter, to reconvene in the commission meeting room on conclusion, seconded by James Gabelmann. Motion carried. Time in: 2:19 p.m. Time out: 2:34 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 2:34 p.m. with no action taken.

Ambulance Service: Ambulance Director Derek Walter requested approval to employ two RN's to complete transfers and occasionally take partial shifts. Alexis Pflugh moved to approve the hire of Crystal Goner and

Jamie Shirley into ems position nurse step 2, at \$15.95 per hour, to be part-time per-need employees, seconded by Randy Lohmann. Motion carried. Walter related that the new truck was supposed to be delivered two weeks ago but had issues with the vinyl lettering, it was supposed to have been shipped this date.

Executive Session: Alexis Pflugh moved to recess into executive session for ten minutes to review additional applications for emergency management position, pursuant to K.S.A. 75-4319(2)(b)(3), to discuss employer employee negotiations, 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 HR Sarah Hageman, seconded by Randy Lohmann. Time in: 2:46 p.m. Time out: 2:56 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 2:56 p.m. with no action taken.

Executive Session: Randy Lohmann moved to recess into executive session for forty-five minutes for the purpose of conducting an interview for transportation bus, pursuant to K.S.A. 75-4319(2)(b)(3), to discuss employer employee negotiations, 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 commissioners, HR (Sarah Hageman), and Roberta Turner, seconded by James Gabelmann. Motion carried. Time in: 3:00 p.m. Time out: 3:45 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 3:45 p.m. with no action taken.

Recess/
Reconvene: The board recessed the meeting for five minutes at 3:50 p.m. The chairman reconvened the meeting to regular session at 3:55 p.m.

Executive Session: Randy Lohmann moved to recess into executive session for five minutes for the purpose of discussing an interview pursuant to K.S.A. 75-4319(2)(b)(3) to discuss employer employee negotiations, to discuss employer-employee negotiations whether or not in consultation with the representative or representatives of the public body or agency, with HR (Hageman) and commission, to convene in the commission meeting room on conclusion, seconded by James Gabelmann. Motion carried. Time in: 3:52 p.m. Time out: 3:57 p.m.

Reconvene: The chairman reconvened the meeting at 3:57 p.m. with no action taken.

Executive Session: Alexis Pflugh moved to recess into executive session for forty-five minutes for the purpose of conducting an interview for emergency management, pursuant to K.S.A. 75-4319(2)(b)(3), to discuss employer employee negotiations, 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 commissioners, HR (Sarah Hageman), and Daphne McTague, seconded by James Gabelmann. Motion carried. Time in: 3:59 p.m. Time out: 4:44 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 4:44 p.m. with no action taken.

Executive Session: Randy Lohmann moved to recess into executive session for ten minutes for the purpose of conducting an interview for emergency management, pursuant to K.S.A. 75-4319(2)(b)(3), to

discuss employer employee negotiations, 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 commissioners, HR (Sarah Hageman), and Daphne Matee, seconded by James Gabelmann. Motion carried. Time in: 4:45 p.m. Time out: 4:55 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 4:55 p.m. with no action taken.

Human Resources: Human Resource Officer Hageman reported that there will be additional interviews scheduled for June 15. Hageman inquired about her hours and whether she is to modify her hours to prevent overtime. The board approved modification of hours when possible to prevent overtime.

Adjourn: The chairman adjourned the meeting at 5:08 p.m. Until 10:00 a.m. Monday, June 15, 2020 in the commission meeting room of the courthouse.