

COMMISSIONER PROCEEDINGS

July 29, 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, July 29, 2019. Chairman Alexis Pflugh, via telephone, called the meeting to order at 10:00 a.m. with Vice-Chairman Randy Lohmann and Member James Gabelmann present. County Clerk Dawn Harlow was in attendance.
- Visitors: Others present for portions of the meeting: Cynthia Nelson, Mona Gerstmann, Sharon Dohe, Leann Bishop, Tami Kerth, Ladonna Reinert, David Dohe, Rhonda Wright, Sherie Lee and Kent Rahmeier.
- Correspondence: Correspondence: newsletter from North Central Regional Planning Commission; Commissioner Gabelmann forwarded a request from Art Howell asking that the county provide a Resolution in support of his Convention of States efforts; Commissioner Lohmann reported on his trip to Washington DC and provided points of contacts to several Federal Agencies; and discussed PIC's response to questions.
- Board Appointments: Board Appointments: A note expressing interest in serving another term was read from Steve Errebo for the Hunter Rural Fire District; Clerk Harlow related that Willis Becker is willing to serve another term on the Sylvan Grove Rural Fire District; and Commissioner Pflugh related that Jason Dohl is interested in serving another term on the WEB Fund Committee.
- Benefits Management Company: The board discussed the answers to questions received from PIC Benefits Services and the concerns issued by the Highway Department. After discussion, the board approved to pursue an agreement with PIC Benefits Services to manage the County's benefit management program.
- County Treasurer: County Treasurer Leann Bishop provided the following 2nd quarter 2019 Treasurer Quarterly reports: Treasurers Special Vehicle Fund Balance – \$14,431.41; and Interest Earned on Idle Funds - \$20,913.89.
- Minutes Approved: James Gabelmann moved to accept the minutes as written, seconded by Randy Lohmann. Motion carried. (July 22, 2019 regular meeting).
- Ambulance: Derek Walter reported that Rod Rees is taking shifts and runs on a part-time per-need basis and requested that the board set his starting pay. Alexis Pflugh moved to employ Rod Rees and set the hourly wage at \$15.00 per hour as a paramedic in the EMS department, seconded by Randy Lohmann. Motion carried. Walter requested an executive session to discuss the Medical Consultant contract. Alexis Pflugh moved to recess into executive session for ten minutes for the purpose of discussing EMS Medical Consultant contract, 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 commission, Clerk (Harlow), and Ambulance Director Derek Walter, seconded by James Gabelmann. Motion carried. Time in: 10:26 a.m. Time out: 10:36 a.m.
- Executive Session:
- Reconvene: The chairman reconvened the meeting to regular session at 10:36 a.m. with no action taken. The board approved Walter to negotiate an agreement with an interested physician.

Nursing Home/Hospital: The board discussed the nursing home and the hospital.

Department Head Meeting Follow-up: Health Nurse/Administrator Ladonna Reinert reported on the department head meeting, with the following department heads present: Register of Deeds Tami Kerth, County Appraiser Rhonda Wright, County Treasurer Leann Bishop and Emergency Manager David Dohe. Reinert discussed the following topics: Merit raises, would like the board to consider something different than raises being directly associated with percentages to help with inconsistent scoring by different departments; purchasing policy, would like something enacted; Human Resources Officer, what is the plans for this department; time clock, salaried employees utilization and time clock policy vs employee handbook language; department head reports to the commissioners, what would they like to have reported; lack of communication from the board, suggested that a board member be appointed a liaison to each department or the chairman email department heads when decisions are made that affect departments and/or employees; department heads would like to be notified and present during health insurance plan presentation for 2020; leave time, move the cutoff date that employees must use leave time; meal reimbursement, requested an increase; handbook, proposed changes for pages 4-15. The board requested that department heads provide a ranking of their employees and suggestions for merit increases by the August 12 meeting and be prepared to meet with the board to review and discuss the suggestions at the August 19 meeting. The board requested that Reinert ask non-elected departments to respond with appropriate amounts that they would like to have permission to spend without requiring commissioner's prior approval. No decision has been made on the Human Resource Officer position at this time, however a benefits management company has been approved, which will reduce the amount of hours needed for HR. All county employees are required to utilize the time clock including salaried exempt and salaried non-exempt employees; employee handbook will need to be modified to reflect the time clock language and policies. The board agreed to email department heads when decisions are made regarding their departments and/or employees. Alexis Pflugh moved to approve the request of the department heads to end the leave rollover on December 25 for the year, seconded by Randy Lohmann. Motion carried. The board requested that time be set aside on August 12 to review handbook pages 4-15.

Highway Department: Highway Department Office Manager Sherie Lee provided a work schedule by employees and tasks assigned, update on the Bison Dr road improvement project, a listing of culvert projects, and that overtime will be reduced as the department is getting caught up from repairing storm damages, however the bridge crew is scheduled to work Friday. Lee discussed the small wage variance between tenured employees versus newly hired employees. The board related that the merit based wage increases will help with the problem as the starting wage won't increase with the approval of merit raises. Lee reported that Sheldon Frederking has completed his first six months of employment and requested the customary salary increase. Randy Lohmann moved to give Sheldon Frederking his six month pay increase at fifty cents per hour, effective June 26, 2019, seconded by Alexis Pflugh. Motion carried.

Salary Increase Approved: to give Sheldon Frederking his six month pay increase at fifty cents per hour, effective June 26, 2019, seconded by Alexis Pflugh. Motion carried.

Culvert Requests: Kent Rahmeier requested culvert repairs in Vesper Township

County Clerk: County Clerk Harlow reported that she has hired Brittney Heald as a part-time per-need clerk/secretary and requested a starting wage of \$12.05 per hour. Randy Lohmann moved to hire Brittney Heald part-time in the County Clerk's office at \$12.05 per hour, seconded by James Gabelmann. Motion carried.

Special Meeting: Alexis Pflugh moved to schedule a special meeting on August 8 at 10 a.m. to review the Director of Highway Department applications received, seconded by Randy Lohmann. Motion carried.

Road Concern: Sharon Dohe reported a hole near a bridge on E Iron Dr and N 150th Rd.

Commissioner Comments: Commissioner Gabelmann related that it is important for citizens to go directly to the highway department for complaints and road improvement requests prior to making requests to the commissioners.

Adjourn: The chairman adjourned the meeting at 12:34 p.m. until 9:00 a.m. Wednesday, July 31, 2019 in the commission meeting room of the courthouse.