

COMMISSIONER PROCEEDINGS

August 5, 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, August 5, 2019. Chairman Alexis Pflugh 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: Steve McReynolds, Norman Mannel, Sharon Dohe, Mona Gerstmann, Cynthia Nelson, Pam Morgan, Tami Kerth, Tim Meier, Sherie Lee, Marion McReynolds and Kelly Larson.
- Correspondence: Correspondence: bills for Lincoln Park Manor; company requesting to offer life flight insurance to employees; WEB Fund grant recommendations; resignation from Michel O'Hare effective August 15; and Commissioner Gabelmann provided an email received from John Grace regarding the nursing home lease.
- WEB Fund Distribution Approved: Randy Lohmann moved to approve the WEB fund grant to the City of Sylvan Grove, in the amount of \$5000 for flashing speed limit signs, seconded by Alexis Pflugh. Motion carried.
- Minutes Approved: Randy Lohmann moved to approve the July 29, 2019 meeting minutes, seconded by James Gabelmann. Motion carried. James Gabelmann moved to approve the minutes of the July 31, 2019 meeting, seconded by Randy Lohmann. Motion carried. Voting as follows: Lohmann – Aye; Gabelmann – Aye; Pflugh – Abstained.
- County Clerk: Clerk Harlow recommended the board consider advertising for a full-time Human Resource Officer and have the position float between departments when needed. Harlow related that the with the approval of a contract with a benefits management company, the position would not have enough hours to be full-time, however, if they could work in other offices then the position could be full-time and would offer the HR Officer an insight into the responsibilities of each department. Commissioner Pflugh issued a concern that the HR Officer, in this capacity would be an administrator but then would become an administrative assistant when working in the other offices, which could become an issue. Clerk Harlow related that her statutory duties only require her to be the recording secretary for the board, but that does not mean she is their secretary, only the keeper of the minutes, suggesting that maybe the HR Officer could assist the board as their secretary. No decision was made this date. Clerk Harlow presented the County Clerk's Office and Election 2020 budget requests and provided budgets for the Commissioners, Courthouse General Fund, estimated distribution for voted on mill levy funds to various organizations at the maximum level, and the Human Resources for 2020. The board asked that Clerk Harlow request the auditor to complete the 2020 budget utilizing the amounts approved for the 2019 budget year for them to review to determine increases.
- Recess/Reconvene: The chairman recessed the meeting at 11:00 a.m. The chairman reconvened the meeting at 11:02 a.m.
- Highway Department: Highway Department Office Manager Sherie Lee provided a list of employees and job assignments. Lee provided a copy of the Meitler gravel removal/purchase agreement and related that the department hauled large rocks out of the pit that were mined by the county,

however the landowner believes that the county should compensate at a higher rate for the large rocks. After discussion, it was determined to not provide a higher rate for the material already removed. Lee suggested that they not chip seal and just patch this year due to the reduced work force and the inability to obtain chips. Lee provided pay plans from Saline County and the District Court for the board to review as example step pay plans. Lee requested an executive session to discuss personnel. Alexis Pflugh moved to recess into executive session for fifteen minutes for the purpose of discussing Highway Department employee concern and job performance, pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of nonelected personnel, to reconvene in the commission meeting room with the commissioners and Acting Director of the Highway Department Liz Lee (Office Manager Lee), seconded by Randy Lohmann. Motion carried. Time in: 11:58 a.m. Time out: 12:13 p.m.

Executive Session:

Reconvene:

The chairman reconvened the meeting to regular session at 12:13 p.m. with no action taken.

Executive Session:

Alexis Pflugh moved to recess into executive session for five minutes for the purpose of discussing private health information and job performance for employees in the highway department, with the Commission, Acting Highway Department Director (Office Manager Lee), and County Clerk acting HR (Harlow), to reconvene in the commission meeting room, seconded by James Gabelmann. Motion carried. Time in: 12:15 p.m. Time out: 12:20 p.m.

Reconvene:

The chairman reconvened the meeting to regular session at 12:20 p.m. with no action taken.

Highway Department:

The board discussed positions that need advertised for the highway department. Colton Panzer has resigned his position as a mechanic and another employee plans to retire in August, but has not given an official retirement date. The following positions will be advertised: Mechanic, Bridge Crew Foreman, Truck Driver and Equipment Operator (two positions available)

Recess/Reconvene:

The chairman recessed the meeting for lunch at 12:33 p.m. until 1:20 p.m. The chairman reconvened the meeting at 1:20 p.m.

Correspondence:

Correspondence: Commissioner Pflugh notified the board of correspondence received from the Sylvan Senior Center regarding a dangerous situation with their current building due to the neglect from the adjacent landowner, relating that they are going to use some of the money received from the county to complete repairs to their new building, so that they can expedite the move; and the board read the resignation received from Office Manager Sherie Liz Lee effective August 19.

Highway Department:

The board inquired about the number of applications received for the Director of Highway Department position. The board approved adding to Thursday's special meeting discussion regarding the resignation of the Office Manager.

Nursing Home:

Commissioner Gabelmann related that he believes there are two options available regarding the nursing home: option 1, purchase the business from John Grace and require him to provide an administrator for one year; or option 2, give John Grace the building and give him maintenance money for two years. Kelly Larson, provided information on the nursing home in Rooks County that is operated by a nonprofit, with the county providing funding for large purchases or repairs. The board approved Commissioner Pflugh to email John Grace querying his interest in purchasing the nursing home building.

- Evaluation Scheduled: The board requested that Jerry Philbrick be asked to attend the August 8 meeting to complete his evaluation.
- Executive Session: Alexis Pflugh moved to recess into executive session for five minutes for the purpose of discussing management concerns at 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 commission and acting HR (County Clerk Harlow), seconded by Randy Lohmann. Motion carried. Time in: 2:25 p.m. Time out: 2:30 p.m.
- Reconvene: The chairman reconvened the meeting to regular session at 2:30 p.m. with no action taken.
- Highway Department: The board approved to provide a meal and meet with highway department staff on Monday August 12 from 11:45 until 1:30 and Commissioner Gabelmann will make arrangements and pay for the meal with personal funds.
- Public Comment: The board heard public comment from Norman Mannel regarding the following subjects: seeking legal counsel, graveling roads and contracting projects.
- Adjourn: The chairman adjourned the meeting at 3:05 p.m. until 10:00 a.m. Thursday, August 8, 2019 in the commission meeting room of the courthouse.