

COMMISSIONER PROCEEDINGS

May 22, 2023

- Call to Order:** The Lincoln County Board of Commissioners met in the courthouse commission meeting room Monday, May 22, 2023. Chairman Dennis Ray called the meeting to order with Vice-Chairman Darrell Oetting and Member Debora Smith present. County Clerk Dawn Harlow was in attendance as recording secretary.
- Visitors:** Others present for portions of the meeting: Dale Hlad, Tanner Yost, Marissa Long, Gretchen Boyum, Tami Kerth, and Felicia Strahm.
- Correspondence:** Correspondence: a proposal from ShiveHattery to conduct a feasibility study for a new Law Enforcement Center; the Lincoln Senior Center budget; a flyer for a property tax conference; and a letter from James Marinhagen expressing interest in being the Madison Township Trustee.
- Law Enforcement:** The board tabled a decision on selecting an architectural firm to conduct a feasibility study to allow an additional company to be contacted regarding submitting a proposal.
- Special Meeting:** The board called a special meeting for Tuesday, May 30, 2023, at 1:00 p.m. to meet with the Kansas Department of Wildlife and Parks at McReynolds Park, regarding public restrooms.
- Highway Department:** Director of Highway Department Dale Hlad related that the John Deere backhoe warranty would expire and provided extended warranty options and costs for each. The board approved the selection of the premium extended warranty option. Off-System Bridge Project OS 95 is complete; Kirkham Micheal will complete the final inspection and submit paperwork to the State, with Hlad submitting the request for reimbursement for expenses. Tanner Yost, Kirkham Michael, identified the bridges selected to apply for State funding through the two programs available. The group discussed department activities. Commissioner Ray inquired about projects in his district and reported a culvert failure.
- Health Department:** Yost provided the plans to repair the Health Department's north parking lot resolving drainage issues. Commissioner Ray requested that the plans be forwarded to Health Nurse/Administrator Elizabeth Sheldon, noting that he would volunteer to help Sheldon with the bidding process.
- Central Kansas Mental Health Center:** Central Kansas Mental Health Center Representatives Marissa Long and Gretchen Boyum requested that the board declare May as Mental Health Month. Debora Smith moved to declare May to be Mental Health Month, seconded by Darrell Oetting. Motion carried.
- Minutes Approved:** Dennis Ray moved to approve the May 15 minutes as presented, seconded by Debora Smith. Motion carried.
- Transportation Bus:** Transportation Bus Director Roberta Turner provided a department update on activities and equipment. Turner discussed ADA accessibility issues at downtown business for some of her clients.
- Budget Request:** Register of Deeds Tami Kerth presented the department's 2024 budget request.
- Executive Session:** Human Resource Officer Felicia Strahm and County Clerk Dawn Harlow requested an executive session to discuss FMLA. Dennis Ray moved to recess into executive session for twenty minutes

for the purpose of discussing FMLA, pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of nonelected personnel, to reconvene in the courthouse commission meeting room, with the commission, HR Felicia Strahm, and County Clerk Dawn Harlow, seconded by Debora Smith. Motion carried. Time in: 10:10 a.m. Time out: 10:20 a.m.

Reconvene:
Extended Illness &
FMLA Policies
Amended:

The chairman reconvened the meeting to regular session at 10:20 a.m. Dennis Ray moved to amend the following policies in the FMLA, and the Extended Illness Leave policy in the handbook that will be formally incorporated at the end of the year review that we normally perform; I move to amend our Extended Illness Leave policy to permit employees who have exhausted FMLA leave but remain off-work, or working an approved reduced schedule, (as in the board's approval) as a reasonable accommodation to utilize any remaining accrued EIL; I also will amend our General Leave of Absence policy to provide that for employees who have exhausted FMLA leave but remain off-work, or working an approved reduced schedule, as a reasonable accommodation, and while those employees are in a paid leave status through PTO or accrued EIL, the County will pay a COBRA premium subsidy equal to the amount the County would pay for the employee's direct health insurance; the board also reserves the right to amend this policy at any time if we need to, seconded by Debora Smith. Motion carried.

Human Resources:

The board requested that Human Resource Officer Strahm request the Noxious Weed Department to contact another department's part-time per-need employee to inquire about availability. If the employee can not work for the Noxious Weed Department, the board requested that Strahm move forward with interviewing the applicant for the position.

Adjourn:

The chairman adjourned the meeting at 10:43 a.m. The next meeting will be held at 1:00 p.m. Tuesday, May 30, 2023, at McReynolds Park, located south of the river bridge off of K-18.