

COMMISSIONER PROCEEDINGS

January 23, 2023

- Call to Order: The Lincoln County Board of Commissioners met in the courthouse commission meeting room Monday, January 23, 2023. Chairman Dennis Ray called the meeting to order at 8:30 a.m. 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, Sarah Hageman, James Miller, Diane Walters, and David Gerstmann.
- Correspondence: Correspondence: a postcard invitation to the Conservation District annual meeting; and the monthly meeting packet for the Lincoln County Hospital Board of Trustees.
- Invoices Reviewed/
Meeting Followup: The board reviewed invoices received for January accounts payable. Clerk Harlow said she had spoken with Sara Gier, Sylvan Grove City Clerk, inquiring about why the city denied selling water for the Sylvan blacktop resurfacing project. Gier explained that the request was for 1.5 million gallons in 20 days and that the city did not feel like their wells could adequately recoup that many gallons, that the bulk draws put a strain on the aging infrastructure serving the city, potentially causing that infrastructure to fail, and these things combined with the cost for labor and chemicals would outway the benefit of the potential \$7,500 in revenue.
- Highway Department: Director of Highway Department Dale Hlad provided costs to purchase culverts. Darrell Oetting moved to buy culverts from J&J Drainage Products Co in the amount of \$27,946.50, seconded by Debora Smith. Motion carried. Hlad reported on the estimated cost to repair damages to the loader involved in an accident and provided the resignation of Corbin Weers. Hlad requested an executive session to discuss employee evaluations. Dennis Ray moved to recess into executive session for twenty minutes for the purpose of discussing employee evaluations, 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, Highway Department Director Dale Hlad, HR Sarah Hageman, and County Clerk Dawn Harlow, seconded by Debora Smith. Motion carried. Time in: 9:13 a.m. Time out: 9:33 a.m.
- Executive Session:
- Reconvene: The chairman reconvened the meeting to regular session at 9:33 a.m. with no action taken.
- Executive Session: Dennis Ray moved to recess into executive session for fifteen minutes for the purpose of discussing employee evaluations, 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, Highway Department Director Dale Hlad, HR Sarah Hageman, and County Clerk Dawn Harlow, seconded by Debora Smith. Motion carried. Time in: 9:35 a.m. Time out: 9:50 a.m.
- Reconvene: The chairman reconvened the meeting to regular session at 9:50 a.m. with no action taken.
- Solid Waste: The chairman opened the public comment session for new businesses charged the solid waste disposal fee. James Miller requested his business be removed as his weekly business and personal trash consumption fits in a 13-gallon trash bag, and he does not have a brick-and-mortar building. Miller related that he had visited with three other businesses, one had received

a bill, and two had not. Miller questioned whether all businesses, including farmers, were being billed.

Nursing Home: Nursing Home Administrator Diane Walters updated the board on the facility's maintenance needs and repairs that have been completed. Walters noted that the sewer machine could only be used on pipes larger than ¾". Walters related that she is trying to find someone to look at the stove and clean the hood. Commissioner Smith will provide the company used to clean the hoods at a couple of locations in Lincoln.

Executive Session: Human Resource Officer Sarah Hageman requested an executive session to review evaluations received from department heads. Dennis Ray moved to recess into executive session for thirty minutes for the purpose of discussing employee evaluations, 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 and HR Sarah Hageman, seconded by Debora Smith. Motion carried. Time in: 10:15 a.m. Time out: 10:35 a.m.

Reconvene: The chairman reconvened the meeting to regular session at 10:35 a.m. with no action taken.

Executive Session: Dennis Ray moved to recess into executive session for twenty minutes for the purpose of discussing employee evaluations, 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 and HR Sarah Hageman, seconded by Debora Smith. Motion carried. Time in: 10:47 a.m. Time out: 11:07 a.m.

Reconvene: The chairman reconvened the meeting to regular session at 11:07 a.m. with no action taken.

Board Appointment: David Gerstmann inquired whether the board would reappoint him to the Hospital Board of Trustees. Gerstmann would like to request approval from the hospital to attend an annual conference, and the deadline to register is before the date the commission typically makes board appointments. Dennis Ray moved to appoint David Gerstmann to the Lincoln County Hospital Board of Trustees for a three-year term, seconded by Debora Smith. Motion carried. Voting as follows: Ray – Aye; Smith – Aye; Oetting – Nay.

Letter of Resignation: Chairman Ray read a letter of resignation from Human Resource Officer Sarah Hageman, effective February 24.

Solid Waste: The board reviewed comments received from several businesses regarding the business solid waste disposal fee. As a result, the following businesses will be removed as they have indicated they are closed: C&K Seed, Best Little Hair House, Frederick Painting & Remodeling, Double D Jagds, and the Westfall elevator. The following businesses will remain on the billing: Tammy Lockhart dba AFLAC, Professional Bookkeeping Services, Schulteis Construction, James Miller, KC Quilting Company, and Village Lines. The board requested that a letter be drafted to the businesses notifying them of their decision.

Resolution 2023-06: Human Resource Officer Sarah Hageman presented Resolution 2023-06 for the board's approval. Debora Smith moved that we accept Resolution 2023-06, setting the wages for the 2023 year based on merit for each department, seconded by Darrell Oetting. Motion carried. The board requested that Hageman advertise the Human Resource Officer position.

Cost of Living Increase Discussion: The board discussed possible funding sources to provide employees with a cost-of-living raise. Clerk Harlow provided the following information:

- 2021 Equitable Wage Increase budget approved - \$50,000; the amount spent - \$10,998.81; excess funds were transferred to the Capital Improvement Fund; and 2022 Equitable Wage Increase budget approved - \$122,750; the amount spent - \$87,639.87; excess funds were left in the General Fund to provide a cost of living or employee bonus. Leaving \$74,111.32 that was budgeted for wages and was never used for salaries.
- 2021 sales tax revenue - \$387,138, 2022 sales tax revenue - \$429,092; 2023 estimated sales tax revenue estimate - \$300,000. The county could receive \$100,000 more in sales tax revenue than budgeted.
- The Health Department had also estimated 2023 revenue to be \$93,855; however, only \$79,855 was included in the 2023 budget. The county could potentially have \$14,000 to cover wage increases for this particular department allowing county general funds to be spread to all other departments.

The board requested that Hageman prepare some pay scenarios to consider at a future date.

Board Updates: Commissioner Smith reported that she had attended the North Central Juvenile Detention Facility's monthly meeting. Commissioner Oetting will attend this month's Hospital Board meeting.

Minutes Approved: Dennis Ray moved to approve the January 17, 2023, minutes as presented, seconded by Darrell Oetting. Motion carried.

Adjourn: The chairman adjourned the meeting at 12:37 p.m. The next meeting will be at 8:30 a.m. Monday, January 30, 2023, in the courthouse commission meeting room.