

COMMISSIONER PROCEEDINGS

December 23, 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, December 23, 2019. Vice-Chairman Randy Lohmann called the meeting to order at 10:05 a.m. with Member James Gabelmann present. Chairman Alexis Pflugh joined the meeting via skype at 10:06 a.m. County Clerk Dawn Harlow was in attendance as recording secretary.
- Visitors:** Others present for portions of the meeting: Sharon Dohe, Cynthia Nelson, Judy Ahlvers, Mona Gerstmann, Ladonna Reinert, Howard Wehrman, Derek Walter, Tim Leitnaker and Brendan Mackay.
- Correspondence:** Correspondence: reviewed the 2014 Agreement on Maintaining Roads with Russell County, the board discussed holding a joint meeting with Russell County regarding responsibilities; bills for Lincoln Park Manor, two bills from R&R Street Plumbing were denied; Hospital Board member packet; email from Sean Petersen, Wilson Lake Estates property owner inquiring about when the county would return to repair an area that was fixed, relating that it was not a problem previously, however is now a problem; email from Jonathan Schale relating that the repair to the dishwasher is not the responsibility of the County and that the equipment was leased by the previous owner; email from Lincoln Park Manor with the census figures from January 2018 to current; and Commissioner Pflugh forwarded requests received to her personal email: concern with quality of materials placed on E Union Dr from the Zachgo pit and a request from Steve Schneider for additional materials on N 45th Rd and N 50th Rd.
- Hospital:** The board discussed individual concerns regarding the hospital.
- Ambulance Service:** Tim Leitnaker, American Response Vehicles with Ambulance Director Derek Walter provided lease options to finance the cost to remount a box on a 2020 GM chassis: a three year term at 3.75%; and a five year term at 3.8%. No decision was made this date. Health
- Executive Session:** Nurse/Administrator Ladonna Reinert with Walter requested an executive session to discuss billing policies. Randy Lohmann moved to recess into executive session for ten minutes, for the purpose of discussing ambulance billing policies, insurance billing and payments, pursuant to K.S.A. 75-4319(2)(b)(4) to discuss data relating to financial affairs or trade secrets of corporations, partnerships, trusts, and individual proprietorships, with Director of EMS, Derek Walter, Ladonna Reinert, and County Clerk (Harlow), to reconvene in the commission meeting room, seconded by James Gabelmann. Motion carried. Time in: 10:44 a.m. Time out: 10:54 a.m.
- Reconvene:** The chairman reconvened the meeting to regular session at 10:54 a.m. with no action taken. The board requested that Director Walter write a policy in regards to collection and write-offs of claims to present to the board for approval.
- Council on Aging:** Judy Ahlvers provided recommendations for new member on the Lincoln County Council on Aging as well as a resignation from Nancy Nitsch. James Gabelmann moved to approve appointing the following: Barbara Beach, Jodi Wiebke, Kathy Arnold and Gwen Knight and note that Jeanne Friess and Kathy Moss have remaining year left, seconded by Alexis Pflugh. Motion carried.

Highway Department: Director of Highway Department Brendan Mackay discussed the following: Sean Petersen concern at Wilson Lake Estates; road maintenance agreement with Russell County; Wally Sheldon moved barricades to travel across closed road on N 150th Rd, Gabelmann related that he had approved and that the barricades will be reinstalled the same date; provided cost information to replace the laser level; provided his cell phone number; spots on N 45th Rd and N 50th Rd will require additional material; and Commissioner Lohmann provided a telephone number for an individual to contact and also requested that Mackay visit with David Bell regarding past requests.

Health Department: Health Nurse/Administrator Ladonna Reinert requested an executive session. Randy Lohmann
Executive Session: moved to recess into executive session for ten minutes for the purpose of discussing job duties of personnel in the Health Department, 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 Ladonna Reinert and the commission, seconded by James Gabelmann. Motion carried. Time in: 10:33 a.m. Time out: 10:43 a.m.

Reconvene: The chairman reconvened the meeting to regular session at 10:43 a.m. with no action taken.

Minutes Approved: James Gabelmann moved to approve the minutes with editorial correction, seconded by Alexis Pflugh. Motion carried.

Human Resource Officer: County Clerk Harlow discussed the Human Resource Officer position and related that she is not able to continue to perform the duties of both positions and requested that the board provide guidance if the direction of the Human Resource Officer position. Discussion ensued on whether the position would be full-time or part-time and whether it would be beneficial to lower the expectations and hire an entry level position, providing training and educational opportunities to the successful applicant to grow the position into a Human Resource Officer. Harlow reiterated her belief that the position should be a full-time position and be under the supervision of the County Commission however, due to the circumstances would be willing to hire an individual in the County Clerk's Office that could be trained to become the Human Resource Officer. The group further discussed conflicts of having an employee who would ultimately be governed by two sets of elected officials, the County Clerk and also the Board of Commissioners. Clerk Harlow related that it is difficult to be responsible for a position that neither the Clerk, nor the employee, have ultimate authority over yet they are responsible for enforcing employment policies enacted by the board that often times require a decision to be made immediately, and that she is placed in the position of making decisions based upon State and Federal laws, County policy and past history, which leads to conflicts with department heads and employees and creates confusion. James Gabelmann moved to hire an entry-level full-time person to work for the County Clerk to learn any HR duties as determined by the County Clerk, with the expectation that after some period of time to be set by the County Clerk with coordination with the BOCC (Board of County Commissioners) to become the HR position and to be an HR Director under the BOCC, the County Clerk shall determine starting salary and qualifications for the advertisements, seconded by Randy Lohmann. Motion failed. Voting as follows: Gabelmann – Aye; Pflugh – Nay; Lohmann – Nay. James Gabelmann moved to transfer the HR money to the County Clerk. Motion died for a lack of second. Alexis Pflugh moved to authorize the Lincoln County Clerk authority over the Human Resources budget to effectively hire, train and establish an independent Human Resource Office, seconded by Randy Lohmann. During discussion Pflugh moved to withdraw the motion, James Gabelmann

moved to table the original motion, seconded by Alexis Pflugh. Motion carried. Board members agreed to email their expectations for the position.

Executive Session: Randy Lohmann moved to recess into executive session to discuss time clock supervisor and employee usage and hours pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of nonelected personnel with the commission and Clerk Harlow to reconvene in the commission meeting room, seconded by James Gabelmann. Motion carried. Time in: 12:58 p.m. Time out: 1:13 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 1:13 p.m. with no action taken.

Executive Session: Randy Lohmann moved to extend the executive session for five minutes to discuss time clock supervisor and employee usage and hours pursuant to K.S.A. 75-4319(2)(b)(1) to discuss personnel matters of nonelected personnel with the commission and Clerk Harlow to reconvene in the commission meeting room, seconded by James Gabelmann. Motion carried. Time in: 1:13 p.m. Time out: 1:18 p.m.

Reconvene: The chairman reconvened the meeting to regular session at 1:18 p.m. with no action taken.

Adjourn: The chairman adjourned the meeting at 1:26 p.m. until 7:00 p.m. Monday, December 30, 2019 in the commission meeting room of the courthouse.