

October 05, 2021

MINUTES OF OCTOBER 5th MEETING

Commissioners were all present. Staff recited the pledge at 9:00. Purchase orders and bills were reviewed and signed. Pending issues were discussed with the following resolutions approved and signed:

V107-56	Minutes of September 30, 2021:
1 st -Rush	2 nd -Striker Roll call: Striker-yes, Crowe-yes, Rush-yes
V107-57	CSEA Promote J. Sherman: To Seek Work Coordinator
1 st -Striker	2 nd -Rush Roll call: Rush-yes, Crowe-yes, Striker-yes
V107-58	CSEA Wage Increases \$1/\$2 effective with current pay
1 st -Rush	2 nd -Striker Roll call: Crowe-yes, Striker-yes, Rush-yes
V107-59	Transfer: Ditches
1 st -Striker	2 nd -Rush Roll call: Striker-yes, Rush-yes, Crowe-yes
V107-60	Additional Appropriation: Ditches
1 st -Rush	2 nd -Striker Roll call: Rush-yes, Crowe-yes, Striker-yes
V107-61	Reimbursement September Annex Utilities
1 st -Striker	2 nd -Rush Roll call: Crowe-yes, Striker-yes, Rush-yes

Sharon Huston, **Hardin Hills** Administrator, by Zoom, updated the Commissioners on the crisis at Hardin Hills with staffing issues. Sharon recommended a 3 tier wage increase for STNA's at a cost of approximately \$15,030 per month, to be competitive. New hires at \$17 hr, experience at \$18 per hour and more experienced at \$19 per hr. Should entice STNA's to come/or stay. If the increase goes higher they would need to increase LPNS and RN's. A rippling effect. They are turning away residents due to no staff for the complex patients. Right now they have enough nurses. Sharon also recommends a \$1.00 hr shift differential for second and third shifts. The wages will probably not go back down after the COVID crisis. Even if the rates stay and gain new STNA's, a government stimulus to reimburse is expected, but after that can it be sustained? What is coming with Phase 4 in December? No one knows. That could mean transfers and discharges. Commissioner Crowe-do we start looking at closing the facility? Not a quick thing. Anyone interested? Long process to accomplish. Should we seriously start looking at our options? Before budget is at \$500,000? Sharon-biggest challenge is the restrooms. Sharon noted if they agree the Prosecutor should be involved to help navigate the employee status. Commissioner Crowe: County would be responsible to pay out anything that the Hardin Hills funds could not. Plenty of positions, if they want to stay within health care. Sharon plans to offer a position change to one employee and another is not being replaced. Sharon reached out to KNRC for transportation of residents but their response was denied. Council on Aging will not assist. Sharon recommended a Weekend Warrior Program from Friday at 2p to Monday at 6a with a \$5.00 per hour increase. This may get college kids or parents that can't work Monday-Friday. Must work four weekends straight with a fifth off if needed. Current employees could as long as weekend only. This would be a change of status. No time and a half. Commissioner Rush moved to approve a three tier increase for STNS's based on years of experience, to \$17, \$18 and \$19 per hour, effective with pay Sunday, October 10, 2021. Commissioner Striker second. Roll call: Crowe-yes, Rush-, Striker-yes. **V6-360**. Commissioner Rush moved to approve a \$1.00 per hour shift differential for nursing staff only and a policy effective Sunday October 10, 2021. Commissioner Crowe second. Roll call: Crowe-yes, Rush-yes, Striker-yes. **V6-361**. Commissioner Rush moved to approve a Weekend Warrior Program effective October 10, 21 from Friday at 2 p.m. ending on Monday at 6:00 a.m. at a \$5.00 per hour increase per hour for STNAs. Commissioner Striker second. Roll call: Rush-yes, Striker-yes, Crowe-yes. **V6-362**.

Sheriff Everhart, Chief Deputy Burns, Shad McGrath, Chris Griffith and Mike Bacon met to discuss the Spectrum and network lines at the Safety Center. Mike Bacon was also in attendance. Sheriff needs a stand-alone system for LEADS. Chris is in agreement and has spoke with Shad. Contracts were signed with Spectrum to run fiber to all locations. E-lines

fax to Columbus. The Safety Center outside in has been completed at a cost of \$6,000 if it is not used. Chris spoke with Spectrum for pricing for fiber for use at the Safety Center. Shad- due to a recent event when they changed a modem out, they want redundancy and that would provide. They have challenges. Chris- If they want fiber the constructions e-line back to Fortinet can be done with no additional construction costs. Chris shared prices for fiber. 100 mg at 3 years is \$600 per month was chose. Phones will be on the cloud. Video feeds may not be able to be pushed to dispatch. Chris and Shad spoke and can set up a terminal at the courthouse so any user at SO can access. Courthouse cameras can be accessed and SO can use the same phones, and be separate as needed. All seem to be satisfied with their needs for redundancy and be independent. Sheriff wants to be on the courthouse network connection in the future and these can be built upon. A shortcut to courthouse cameras can be put on the computers in Dispatch. Shad will have very limited authority to change names. Global admin is done for extensions, etc. Chris will share with Shad. Sheriff will also want a conference phone fed into this network. LEPC needs their phone/lines.

Jason Fleming, **Garmann Miller Associates**, \$61,130.80 is retainage being held from the Window Restoration Project to Muhlenkamp. The project is done with the exception of the Auditor’s Office, which will be done after Teltron is finished. Mulhenkamp withheld retainage from Capital and they will discuss. \$14,117 is left to complete the project in the Auditor’s Office. \$35,400 (2.5x) is the amount to retain. A release order for \$39,000 will be done. \$22,100.80 will be left for retainage. A sur-charge was already included for them to return. Commissioner Striker moved to approve the release of \$39,000 retainage. Commissioner Rush second. Roll call: Crowe-yes, Striker-yes, Rush-yes. A payout will come from Garmann Miller.

Ryan Towns, Sr. Health and Safety Officer BWC and Kim Mitchem, Sr Compliance and Safety Officer spoke on the **Asbestos** complaint from August. Present were Jake Burgbacher and Richard Lawson for the closing conference summary/abatement and corrective action. Two citations proposed are related to asbestos. An earlier complaint arose and corrective action was taken to address the issues. Two items needed to be done: understanding and knowing the presence and location of asbestos. Affected employees went thru the training. The O & M Plan was received. Maintenance and Janitorial staff have been informed of asbestos locations. A signed statement will be forwarded. Findings: 29C of 1910 J3i-employer did not inform employees of asbestos locations in an area they were working. Moving forward all staff should know location of all asbestos. Commissioner Crowe will be point person to receive the formal copies of the citation. 2nd finding: 1910-supply employees asbestos training. Citation to follow. Rights and Responsibilities of Employer: Copy must be posted and kept for three days for employees to view. Not to general public, just for employee s affected in a common area. Also, post employers response: training and O&M Plan/memo that all employees have been informed of those locations.

Roll call resulted as follows:

_____, YES/NO
 President of the Board-Roger E. Crowe

_____, YES/NO
 Timothy L. Striker

_____, YES/NO
 Fred M. Rush

Attest _____
 Clerk of the Board